The Historical Background of:

The Joint Public Service Negotiation Council of Nigeria, Government Side and Trade Union Side in Collective Bargaining, Negotiation on Condition of Service and Manpower Development of Public Service in Kano State

The Exit, of a Labour Icon

(Late Comrade M.A. Maishanu)

In

Labour Struggle from 1967 To 2025

First Edition

Initiated by JNC Leadership 2025

Compiled by
Rabi'u Musa

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JNC EXCO

2025 - Date

Comrade Hashim A. Saleh
State Chairman

Comrade Babangida Musa
Vice Chairman

Comrade Muhammad Wada
Treasurer

Comrade Muhammad Aminu
Secretary

Comrade Abdurrazak Abdu
Assistant Secretary

Comr. Dr. Ibrahim Maikarfi
Ex-Officio I

Comrade Haladu Musa
Ex-Officio III

Comrade Rabi'u Muhd.
Ex-Officio II

THE PIONEERS OF THE HISTORICAL BACKGROUND OF JNC FROM 1967 TO DATE

Comrade Musa Ibrahim Ahmadu
Secretary State
JNC

Comrade Mansur Isah Adamu
Vice Chairman, State
JNC

Comrade Tajuddeen
DGS/State Secretary NANNM,
Kano State Council

PAST AND PRESENT JNC CHAIRMEN

Late Comrade Mahmod Adamu Maishanu
Chairman JNC
1986 - 2001

Comrade Ali Munir Matawalle
Chairman JNC
2001 - 2010

Comrade Mansur Isah Adamu
Chairman JNC
2010 - 2015

Comrade Hashim A. Saleh
Chairman JNC
2015 - Date

DEDICATION

IN MEMORY OF LATE COMRADE MAISHANU

This work is dedicated to Late Comrade Muhmud Adamu Maishanu. We pray to Allah (S.W.T) in His infinite mercy to rest his gentle soul in peace and in Jannatul Fiddausi. Late Maishanu had served the Government of Kano State, the entire civil service, tirelessly and died leaving a wide gap, which will hardly be filled. He was also one of the longest ICON and JNC Chairman who steered its affairs from 1986 -2001 (15 years).

Once more, may Allah forgives all of his short comings.

Comrade Hashim A. Saleh

Chairman, JPSNC

ACKNOWLEDGEMENT

On the Historical Background of the book by Comrade Musa Ahmadu

We would like to acknowledge in particular the present EXCO of Joint Public Service Negotiation Council and much more, its able and vibrant Chairman, Comrade Hashim A. Saleh and his lieutenants who were kind and patient enough including offering financial and other commitments, which have contributed greatly to the success of this project.

We would also like to express our profound gratitude to our veteran Heads of Service and Permanent Secretaries, both former and serving as well as other stakeholders for their support and understanding.

Furthermore, we are indeed indebted to several individuals in various capacities whose cooperation, support and assistance contributed immensely to the success of this work.

Comrade Musa Ahmadu (Secretary)

PREFACE

It is with great honour and deep sense of responsibility that I write this preface to the book titled "The Exit of a Labour Icon in Struggle: 1997 to Date." This work provides an important historical account of the Joint Public Service Council of Nigeria both the Government and Trade Union sides in their collective efforts at bargaining, negotiation on conditions of service, and manpower development within the Nigerian public service.

The history of labour relations in our country is inseparable from the struggle for social justice, equity, and the dignity of labour. This book highlights the crucial role played by the Joint Public Service Council as a platform for dialogue, compromise, and mutual understanding in addressing the welfare of public servants and strengthening institutional capacity in the service of the nation. It equally documents the sacrifices, resilience, and steadfastness of an icon whose commitment to the labour struggle over the past decades continues to inspire both workers and leaders alike.

In a democracy, social dialogue remains the bedrock of industrial peace and progress. The lessons captured in this publication will therefore serve not only as a reference for policymakers, administrators, and union leaders, but also as an enduring testament to the value of collective bargaining in nation-building.

I commend the author for this timely contribution which enriches our understanding of the dynamics of labour government relations in Nigeria. It is my hope that readers

will find in these pages both knowledge and inspiration to continue strengthening the bonds of trust, fairness, and shared responsibility in our public service.

Comrade Aminu Abdussalam Gwarzo

Deputy Governor of Kano State October, 2025.

PREFACE

The National Public Service Negotiating Council (NPSNC) is a consultative platform for Government and Organized Labour both at the Federal and State levels, established to address issues concerning the welfare and service condition of workers in the Public Service.

The Council is made up of Councils I, II, and III, encompassing eight (8) Public Service Trade Unions that form the Joint Council. In Kano State, two (2) additional Unions were co-opted increasing the number to ten (10).

The Constitution of the NPSNC serves as a vital instrument for guiding the operations and activities of the Trade Unions at all levels. It functions as a control framework that enables Unions to conduct their affairs with order, discipline and transparency - ultimately fostering industrial peace and harmony.

The genesis and inspiration for this book was derived during the funeral of Comrade Muhammad Maishanu in 2023 where notable past and present Labour Leaders gathered to pay their respect. Among them were: Comrade Ali Munnir Matawalle, former MHWUN, NLC and JNC Chair, Kabiru Ado Sani (Minjibir), President of MHWUN, Deputy President NLC and former Kano State NLC Chairman, Comrade Tajouddeen Bashir Baba, President Agric Union and former JNC Treasurer, Comrade Mansur Isa Adamu, former ASCSN, JNC and TUC Chairman, Late Badamasi Umar, former AUPCTRE Chairman, Assistant Secretary NLC and Ag. Secretary JNC, Comrade Kabiru Inuwa, current NLC Chairman. These comrades advised the JNC to document the legacy, struggles and contributions of Comrade Muhammad Maishanu along with the negotiation efforts and collective bargainings spearheaded by the JNC in Kano and across Nigeria.

In fulfillment of this commitment, the Kano State JNC at its State Executive Council meeting in 2024, constituted a seven-man committee to oversee the project leading to the production of this book. The Committee was chaired by Comrade Ali Munnir Matawalle, with Comrade Tajouddeen Bashir Baba as Co-chair and Comrade Musa Ibrahim Ahmadu as Secretary.

This book is intended to serve as a guide and reference material for Union leaders, public servants, and the general public. It is hoped that it will enhance operational efficiency, strengthen internal union governance, and promote productive engagement between Labour and Government. Above all, it is envisioned as a strategic tool for nurturing a harmonious and mutually respectful relationship between workers as employees and government as employer - both at the Federal and State levels.

Comrade Hashim A. Saleh PGDPPA/Asconian
Chairman JNC Kano State.

FOREWORD

To do justice to this work, I ought to be given at least some months or weeks to read, analyse and comment on it not a few days. That notwithstanding I highly commend: -

i. The idea of documenting the effort, work and contribution of the Kano State Union Side chapter of the Joint Negotiating Council (JNC);
ii. Initiating and conducting such a laudable exercise for the guidance of future generations in this field, for the first time, and which is rare in the northern part of this country; and
iii. Above all, the idea of immortalizing the good effort and contributions of one of the giants of industrial relations and collective bargaining in Kano State late. Comrade Mahmud Adamu Maishanu (may his soul rest in perfect peace), to whom the book is dedicated.

Actually, there is a great need for such work in this field to document the history and roles of Joint Negotiating Council from the colonial, pre-independence, post-independence, military interregnum and democratic dispensation periods of government in Nigeria that will enable people to know and understand the contributions of icons of unionism and negotiations in this country. A few of such icons are Late Mr. Michael Imoudu, Mr. Ayuba Phillipus Wabba, and Comrade, Senator former Governor Adams Oshiomhole at national level, Late. Comrade Mahmud Adamu Maishanu, Comrade Baffa Sani Gaya and Comrade Aminu Tafida to mention one or two at the State level, some of whom were at one time or another harassed, intimidated, arrested and even detained as a result of their role in unionism. Though, security operatives usually say the unionists were simply invited to clarify issues even when and where such arrests were forcefully conducted. During the colonial era and the pre-

independence period, condition of service and salary review were just handed down to the service from the powers that be without the contribution of workers or their representatives. Then it came to the time of committees/commissions which are appointed by government to review salaries and wages or condition of service, salaries and wages. Such Commissions obtained written contributions, memos from the public and what they wrote they might be called upon to defend or clarify to the Commissions.

Once such review committees/commissions concluded their assignment according to the terms of reference given to them by government, they submit their reports, findings and recommendations. Government will then deliberate, consider and come up with a white paper rejecting a few or some of the recommendations, noting/keeping a few in abeyance and approving some or most of the recommendations of the commissions. The government also determines the effective date of implementing whatever condition of service or salary review it accepted and approved. A few of such committees/commissions were El-wood, William and William, Adebo and the last Udoji, which reviewed condition of service, salaries and wages, allowances, and pensions etc.

In the 60s and 70s there were proliferation of several unions representing various professional groups of employees of different ministries and parastatals. That led the government to constitute three (3) Negotiating Councils in the public service: Council I, II and III. Council I for senior civil service association representing senior officers, Council II for staff of middle management cadres and Council III for junior staff.

Later, the government recognized the need for a centralized negotiation framework for civil servants due to agitations over low wages, inconsistent working conditions and

several fragmented bargaining processes across ministries and parastatals. It established the National Joint Negotiation Council (N.J.N.C) to streamline discussions and ensure uniformity in labour negotiations. Hence, the structure came down to States to establish the State Joint Negotiation Council (JNC) as the nation was operating a unitary government under a military regime.

At national level, the JNC is made up of government side and union side. The government side is made up of representative of Establishment/Office of the Head of Service, which usually provides co-Chairman and co-Secretary and serves as Secretariat of the JNC. Other members of the government side are from Ministry of Finance, Ministry of Justice and the Office of the Auditor General. While the Union side is made up of representatives from Public Service Negotiating Council I, II and III.

I highly appreciate the good compilation work. However, the book has been too brief in expressing the achievements of the union side of the Kano State JNC. There is need to expatiate the achievements of the JNC maybe in another or second publication of the book and the need to include its recent achievement like its role in arriving and agreeing on the present minimum wage of ₦70,000 naira per month.

To conclude, I sincerely congratulate Alh. Rabi'u Musa for the good work, and all the unionists who were involved and contributed in any way from the time the idea to write this book was mooted to the time of its production. I thank them for the good job and for the honour done to me to put in a few words on the excellent objective of the good work.

Alhaji A.G.T. Rufa'i
23rd September, 2025

COMMENTARY ON THE BOOK

It is my honour to write the foreword for "Public Service Negotiations Between 1967 to Date," a comprehensive book authored by a group of distinguished union leaders of the Public Service Negotiating Council of Kano State.

As the former Head of Service of Kano State, I had the privilege of witnessing firsthand the complexities of public service negotiations. This book provides a detailed account of the historical context, challenges, and triumphs of negotiations in the public service sector of Kano State.

The authors, seasoned union leaders, bring their expertise and experiences to the forefront, offering valuable insights into the intricacies of collective bargaining, labour relations, and the pursuit of workers' welfare.

This book is a significant contribution to the field of public administration and labour relations, serving as a resource for policymakers, scholars, and practitioners. I commend the authors for their dedication to documenting the evolution of public service negotiations in Kano State.

I recommend this book to anyone interested in understanding the dynamics of labour relations and the importance of effective negotiations in the public service sector.

Usman Bala Muhammad, mni
Former Head of Service, Kano State (May 2022 - December 2023)

It is with a profound sense of honour and personal reflection that I lend my voice to this seminal work, Historical Background of The Joint Public Service Negotiation Council of Nigeria. My journey through the upper echelons of the Kano State Civil Service serving as Director of Human Resource & Service Improvement, Permanent Secretary in the same office, and now as Permanent Secretary for the Ministry of Science, Technology, and Innovation has afforded me a unique vantage point. I have not only observed but have been an active participant in the very machinery of governance and labour relations that this book so meticulously documents.

The story of the Joint Public Service Negotiation Council is, in essence, the story of the modern Kano State public service. It is a narrative etched in dialogue, shaped by contention, and ultimately refined through collaboration. This book captures the vital equilibrium between the legitimate demands of the workforce for improved conditions of service and the fiscal and policy realities faced by the government. It is a chronicle of how collective bargaining evolved from mere confrontation into a strategic partnership for manpower development and institutional growth.

The subtitle, The Exit of a Labour Icon, speaks directly to the human element that so often defines history. Throughout my career, I sat across the negotiation table from formidable, passionate, and deeply principled trade union leaders. These were individuals who wielded not the authority of office, but the power of conviction and the mandate of their members. Their exit from the stage marks the end of an era, and it is both a duty and a necessity to record their contributions, their strategies, and the precedents they set. This book ensures that their struggles and triumphs are not lost to the vagaries of time but are instead

enshrined as a learning tool for future generations of public servants and unionists alike.

The period from 1967 to the present day, which this volume covers, mirrors the trajectory of Kano State itself a period of immense change, challenge, and progress. The issues negotiated around that table wages, allowances, training, pensions, and grievance procedures are the bedrock upon which the morale and efficiency of our civil service are built. A stable, motivated, and fairly treated workforce is the single greatest asset of any government seeking to implement its policies and deliver dividends of democracy to the people.

I commend the authors for undertaking this ambitious and critically important project. This book is more than just a history; it is a textbook for negotiators, a reference for policymakers, and a tribute to the spirit of social dialogue. It reminds us that while interests may sometimes diverge, the shared goal of a prosperous, stable, and effective public service in Kano State remains our common ground.

It is my earnest hope that all who read this from seasoned permanent secretaries and union veterans to new entrants into the service will gain a deeper appreciation for the delicate art of negotiation and the enduring legacy of those who dedicated their lives to perfecting it.

ABBA A. DANGUGUWA
Permanent Secretary,
Ministry of Science, Technology, and Innovation,
Kano State.
(Former Permanent Secretary, Human Resource & Service Improvement, Office of the Head of Civil Service, Kano State)

The historical background of the Joint Public Service Negotiation Council of Nigeria, Government Side and Trade Union Side in Collective Bargaining, Negotiation on Condition of Service and Manpower Development of Public Service in Kano State is an analytical discourse that traced the origin of the JNC in Kano State and by extension Nigeria at large, from 1967 to 2025 by bringing into fore its historical antecedent, roles and objectives aimed at addressing emerging lapses and strengthening of Trade Unions.

The book tacitly reviews the leadership of the Council in Kano State, the achievements recorded by each as well as the role they played during their periods all in an attempt to move the State Civil Service forward which summarily includes among others the policy deregulation, new salary structures and allowances to various categories of civil servants, establishment of the Kano State Pension and Gratuity Law of 2006 and its amendments at various stages and above all their efforts in salvaging the problems being encountered by the civil servants.

The most captivating and intriguing aspect of the book is that Rabi'u Musa, the author, undoubtedly took advantage of the publication to present pictures of the past Governors of Kano State, former Head of Civil Service of the State, as well as the chronicles of the Permanent Secretaries Establishment whom all serve as the Chairmen, Government side of the Council.

The author's exposition on the role played by the JPSNC in the State Civil Service is quite commendable and

I, therefore, congratulate him for making an effort that will definitely serve as a distinct reference book to Civil Servants, public and private officials, academic researchers and students. This I hasten to commend for the wider public consumption.

SALISU MUSTAPHA,
Perm. Sec. Establishment,
Office of the Head of Civil Service,
Kano State.

This work which is dedicated to late Comrade Mahmoud Adamu Maishanu is the hand work and brain work of the following Comrades who were inaugurated by the Chairman JNPSNC Comrade Hashim A. Saleh. Some of the comrades are disciples of Comrade M. A. Maishanu which include late Badamasi Umar, Ali Munir Matawalle, Abubakar Umar, Tajouddeen Bashir Baba, Musa Ahmad and Yahaya Yakubu who served jointly with Musa as secretariat.

This work is a product of contributions of many people at union level and the civil service. We tend to keep record straight and be as honest as possible in documenting the true situation of the labour in Kano (JNPSNC) in particular.

Adieus Comrade M. A. Maishanu

Comrade Ali Munir Matawalle,
Former State Chairman MHWUN, JNC & NLC

Compiler's Biography

Kano born, Rabi'u Musa in the year 1959, March, 13th at Unguwar Gini quarters in Kano Municipal Local Government.

I was taught the Holy Qur'an by many scholars among whom are:

1. Late Malam Dangoggo (a scholar and an Imam at Unguwar Gini quarters).
2. Late Abba Lamido
3. Late Malam Adamu Bichi
4. Malam Ali Alaramma Na'ibi – Na'ibin Masallacin Juma'a, Mariri
5. Malam Ibrahim Zaria, Limamin Masallacin bayan gidan Wali, Kano.

I, Rabi'u Musa had learnt and studied some books on Islamic Education from the following Malams:

1. Late Malam Dan'Azimi Sharada
2. Late Malam Baba Na'ibi Tudun Wuzirci, Kano
3. Late Malam Dabo 'Yar Magaji; and
4. Malam Muktar Mahmud Umar, Na'ibin Masallacin Yola.

School Attended with dates

1.	1st Leaving School Cert.	Kwalli Primary School	1969 – 1975
2.	GR II Teachers Cert.	Bichi Teachers College	1975 – 1980

3.	NCE Cert Eng/Hausa	Federal College of Education, Kano	1994 – 1997
4.	1st Degree B.A (Ed) Educ/Eng	Bayero University, Kano	2000 – 2004
5.	Post Graduate Dip Cert. (TEASL)	B.U.K	2009 – 2010

Working Experience: 45 years (Teaching 1980 – Date

Hobbies: Watching Football and Traveling

Married with many children.

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INTRODUCTION ABOUT TRADE UNION

The Mighty Trade Union known as Labour Union came into being as a result of the merciless maltreatment the teeming workers received from the hands of capitalists, because the more they worked, the less income they received.

To this end, the Joint Public Service Negotiation Council of Nigeria, came into being in the year 1945 and had contributed immensely via its struggles to salvage the maltreatment of civil servants and successfully improved their social upliftment and justly. This was achieved through consciousness of collective struggle under one umbrella.

The achievements recorded by JNC over the years were through collective bargainings under different types of government be it Military or Civilian.

The Trade Unions via their actions and the Kano State Governments had improved the wellbeing of the civil servants and the retirees, in one way or the other as a result of which many achievements were recorded.

Some of the achievements are in the areas of:-

1. Welfare,
2. Good condition of service,
3. Annual leave,
4. Maternity leave,
5. Elongation of cadres,
6. Abolition of cadres and creating new cadres,

7. Seminars,
8. Workshops,
9. Training and Re - Training,
10. Retirement,
11. Establishment of critical agencies created by government,
12. Loans,
13. Abolishing of dichotomy between HND and Degree holders.

To this end, the Joint Public Service Negotiation Council had made it possible for civil servants to be happy in discharging their responsibilities to make Kano State and Nigeria more effective and productive.

His Excellency

Alhaji Abba Kabir Yusuf

Executive Governor, Kano State

PAST GOVERNORS OF KANO STATE

Late Comm. of Police Audu Bako
May 1967 - July 1975

Col. Sani Bello
July 1975 - Sept. 1978

G. Capt. Ishaya Shekari
Dec. 1978 - Oct. 1979

Late Alh. Muhd. Abubakar Rimi
Oct. 1979 - May 1983

Late Alh. Abdu Dawakin Tofa
May, 1983 - Oct. 1983

Late Alh. Sabo Bakin Zuwo
Oct. 1983 - Dec. 1983

Late Air Comm. Hamza Abdullahi
Jan 1984 - Aug. 1985

Col. Ahmed Muhd. Daku
Aug. 1985 - 1987

Gr. Cpt. Mohd. Ndatsu Umaru
Dec. 1987 - July, 1988

Col. Idris Garba
Aug. 1988 - Jan. 1992

Arch. Kabiru Ibrahim Gaya
Jan. 1992 - Nov. 1993

Late Col. Muhd. Abdullahi Wase
Dec. 1993 - June, 1996

Late Col. Dominic Oneya
Aug. 1996 - Sept. 1998

Col. Aminu Isa Kontagora
Sept. 1998 - May, 1999

Engr. Rabi'u Musa Kwankwaso
May, 1999 - May 2003

Mal. Ibrahim Shekarau
May, 2003 - May, 2011

Engr. Rabi'u Musa Kwankwaso
May, 2011 - May, 2015

Dr. Abdullahi Umar Ganduje
May, 2015 - May, 2023

Abdullahi Musa
Heads of Service, Kano State.

FORMER HEAD OF CIVIL SERVICE

Late Alhaji Sa'idu M. Gwarzo
Oct. 1979 - Oct. 1983

Alhaji Ibrahim Baba
Oct. 1983 - Jan. 1984

Alh. Muhammad Kabir
Dec. 1998 - Feb. 2001

Alh. Hassan Suleiman
Oct. 2001 - March 2002

Alh. A.G.T. Rufa'i
March 2002 - Aug. 2002

Alh. Umar M. Kankarofi
Aug. 2002 - June 2003

Alh. Rabi'u Zakariyya
June 2003 - May, 2011

Late Dr. Umar Shehu Minjibir
June 2011 - May 2015

Muhd. Auwal Na'iya
June 2015 - May 2019

Dr. Kabiru Shehu
June 2019 - Dec. 2019

Binta Lawan Ahmed
Dec. 2019 - April 2022

Usman Bala Muhd., mni
April 2022 - Oct. 2023

LIST OF PAST AND PRESENT PERMANENT SECRETARIES, ESTABLISHMENT

01 Muhammad Sule Minjibir		1969 - 1971
02 Suleiman Baffa		1972 - 1973
03 Zakari M. Bello		1973 - 1974
04 Suleiman Baffa		1974 - 1975
05 M. T. Umar		1975 - 1977
06 Lawan T/Wada		1977 - 1979
07 M. T. Umar		1979 - 1981
08 Sa'ad Asad Muhd		1981 - 1983
09 Murtala Ahmed		1983 - 1986
10 Tijjani Suleiman		1986 - 1987
11 Ibrahim Abubakar		1987 - 1988
12 Dije Yahaya	(DG)	1988 - 1990
13 Ibrahim Bello	(DG)	1990 - 1992
14 Abubakar S. Muhd	(DG)	1992 - 1993
15 Salihi Ahmed Bichi	(DG)	1993 - 1994
16 A. G. T. Rufa'i	(DG)	1994 - 1996
17 Tijjani Suleiman	(DG)	1996 - 1997
18 Dahiru Ahamed Bichi		1998 - 2000
19 A. G. T. Rufa'i		2000 - 2002
20 Farouk Lawal Yola		2002 - 2003
21 Baffa Bello		2003 - 2004
22 Muhtari Usman		2004 - 2007
23 Abubakar I. Matawalle		2007 - 2010
24 (Dr) Umar Shehu Minjibir F.I.GLT		2010 - 2011
25 Shu'aibu Umar Yola		2011 – 2011
26 Abdullahi Muhd Gezawa		2011 - 2015

27 Salisu M. Gabasawa	2015 - 10/1/18
28 Amina U. Musa	10/01/18 - 26/05/19
29 Abba Wada Waziri	27/05/19 - 02/12/19
30 Abba Ladan Kailani	02/12/19 - 23/10/20
31 Umar Liman	23/01/21 - 29/06/22
32 Ali Sani Fane	29/06/22 - 08/05/23
33 Umar Muhd Jalo	08/12/23 - 12/11/24
34 Salisu Mustapha	12/11/24 - Date

The contributions of these imminent civil servants were enormous and this is why they are listed for the record. We sincerely salute them and may Allah bless their past, present and future undertakings and their good deeds. To the deceased amongst them, may Allah repose their souls and grant them al-Jannat Firdausi.

Salisu Mustapha
Permanent Secretary, Establishment
Chairman, Government Side

The Dual Role of JNC from 1967 – 2025

As earlier mentioned, the year 1967 was the golden year the Joint Public Service Negotiation Council of Nigeria came into existence. It is therefore, worthwhile to also state that trade unionism in Nigeria is as old as colonialism as it was introduced in 1945 by Mr. Whitely. The recommendation for its introduction was contained in a report by T.M. Gown of the British Ministry of Labour and National Service. The Council became functional as a negotiation as well as a dispute settling machinery in the public service.

The approach of the Whitely Council has one major difference from the traditional bargaining machinery common to both the public and private sectors, which could be on a whole industry or national issues. The Whitely approach was an all embracing machinery of national scope, covering Federal Government, States and even Local Governments employees. Though the system failed barely one year after its existence due to some reasons.

First, the Whitely Council failed to uplit the purpose for which it was established that is mechanism for negotiation on wages. The Council was rendered useless because determination of wages and conditions of employment were generally made through various wage tribunals directly for the public employees and indirectly for the private sector employees.

Secondly, the Council failed because of representational disputes, which actually made or unmade them in practice.

Thirdly, indecisiveness and lack of sufficient government support together with red-tapism also weakened its existence.

This failure of the Whitely Council enabled the Udoji Commission to support the establishment of the National Public Services Negotiation Commission, which was to concern itself with the matters relating to wages, arbitration and centralization of a machinery for negotiation.

On the private sector, collective bargaining developed more slowly, reflecting the slow industrial development in Nigeria.

However, there was a great interest among employers in formalizing a system of dialogue with workers, in which there were 212 negotiations and consultative committees in existence in 1957.

In a nutshell, the role of any union is always open for discussions. Despite the dual role of negotiation and consultation, there always exists a confusion as often happens in Nigeria, as to which matters are for consultations and negotiations but ended in disagreement.

It is also important to note that the reason behind trade unionism is social upliftment and justice to workers. This is why the JNC is always out and continues to fight for the rights of civil servants with the slogan “the Struggle Continues”.

Definition of Term: Trade Unions

Everything in existence has a meaning. Many intellectuals and good samaritans had defined the term ‘trade union’. Among such are Sidney and Beatrice Webb, who defined Trade Union as a continuous association of wage earners for the purpose of maintaining and improving the condition of their working lives. Price Will Aloma (2009) also defined trade union as a conscious association of workers with synergy for the purpose of agitating against employers regarding their general welfare, and terms as well as condition of employment. Hence, trade union is the economic power of the workers, and the most potent form of social insurance.

Comrade Hashim A. Saleh (2022) has defined trade union as a brainstorm of salvaging the civil servant or an employee via negotiations and bargaining. It also administer, educate and above all defend the entire welfare and interests of all employees and retirees through scientific approach.

The Law of JNC

The Joint National Public Service Negotiating Council has a very big role in any matter affecting wages, welfare and conditions of service in Nigeria as contained in its Constitution: Articles 5,6,15 & 16.

Article 5. Aims and Objectives

i. The Joint Council shall be a Collective Bargaining Machinery for the purpose of negotiating and reviewing general terms and conditions of employment, including salaries and wages in the Public Services of the Federation.
ii. To secure the largest possible measure of agreement and cooperation between the Employers and the Unions on all matters listed in the Appendix to this Agreement and on other matters relating to terms and conditions of employment, which may arise from time to time.
iii. To promote and strengthen collective bargaining, consultation and the conduct and practice of industrial relations in the Public Service across the country, in order to ensure maximum productivity, service delivery and conducive working environment.
iv. To endeavour to settle grievances of employees in the Public Service.
v. To promote uniformity of Conditions of Service for all employees in the Public Services of the Federation.

vi. To verify, modify or amend from time to time, agreements reached by the Council.

Article 6. Functions

i. Negotiate and review General Conditions of Service in the Public Service.
ii. To address issues raised at any of the meetings of the National Joint Public Service Negotiating Council.
iii. To address issue of grievances, conditions of service, wages and welfare that affect the generality of Public Service in the State and Federal.

Article 15. Recognition and Scope

i. The employers recognize the Trade Unions as the sole-representative and negotiating Body for all employees in the Public Service of the Federal and State Governments.
ii. The Employers and the Trade Unions shall enter into Collective Bargaining on behalf of their respective members on all matters relating to terms and conditions of employment as may be agreed from time to time.
iii. All negotiations between the Employers and the Trade Unions shall be effected by the Joint National Public Service Negotiating Council under the terms of the Procedural Agreement. The Parties agree that until the procedure for formal negotiations as spelt out in this Procedural Agreement has been fully exhausted, the Trade Union shall undertake to

prevent any form of industrial action and similarly, the Employer shall guarantee employment whilst negotiations are on-going.

iv. The Unions acknowledge that the Employers have the right to manage their respective economic, political and social affairs in ways and manner consistent with the provisions of the Constitution of the Federal Republic of Nigeria.

v. The Employers agree that the Trade Unions shall have the right to exercise their functions and to manage their affairs in accordance with extant laws without interference from the Employers.

vi. The Employers agree that subject to the provision[s] of this Procedural Agreement, the Unions shall be free to utilize their members in the exercise of their freedom to engage in legitimate Trade Union activities on behalf of their members, and that no member of the Unions shall be victimized in any manner because of his or her membership and participation in the activities of the Unions.

vii. The Employers and Trade Unions undertake that their officers and elected representatives shall accept responsibility for compliance by their members with the conditions and procedures laid down in this Agreement and agree to take all possible steps to prevent or bring to an end as speedily as possible, any action taken by their members which is at variance with this Agreement or the provisions of any other negotiated Agreement.

viii. That in order to enhance communication between the Trade Unions and the Employers, the Unions undertakes to communicate to the Employers, immediately after elections of officers, the names of such elected officers, national or State and to advise of any changes from time to time.

ix. Notwithstanding any changes either in the representatives of the Unions or in the officials of the employers, both parties agree that the terms of this Procedural Agreement shall continue to be binding.

Article 16. Leave to attend Trade Union Conference or Business

It is agreed that Trade Union meetings shall be so arranged that work disruption is kept at a minimum. Accordingly, an official or member of a registered Trade Union in the Public Service shall be granted leave and if necessary a special extension of such leave to attend an important Trade Union Conference or Business.

The Aims and Objectives of Trade Union

Whatever one has to do, there is a reason behind it and this could be via aims and objectives for success. Few of the aims and objectives of Trade Union are:

1. To be law abiding workers in line with the rule of law.
2. To help in improving the educational standard of workers, in order to make them more effective and productive in the modern world.
3. To help in training and retraining (capacity building) for optimal performance during service period.
4. To always negotiate with employers for better working conditions to all its members.
5. To make it respond to the welfare of its members so that it will be held in high esteem.
6. To help in early preparations for retirement of the workers in due course.
7. Finally, to unionize all civil servants in the State in line with the Constitution of the Federal Republic of Nigeria, Unions Constitution, Labour Law/Act as well as the ILO Convention 1987 and 1998 on the Freedom of Association and protection of rights and organize / conduct collective bargaining in the public and private sectors.

Understanding Collective Bargaining in Trade Unionism of Joint National Public Service Negotiation Council (JNC) and the Kano State Government

This is a peaceful dialogue between the accredited representatives of the workers and the employers of labour concerning issues relating to working conditions of workers anchored on the terms and conditions of employment such as hours of work, their elevation (from one level to another), health and safety, etc. in line with the ILO Convention 1960 on collecting bargaining.

The important Agreements/Achievements made between Joint National Public Service Negotiation Council (JNC) and the Kano State Government

1. The two parties approved and agreed to ensure adequate wages and good working conditions for workers, which were negotiated and fully implemented.
2. They also agreed to improve productivity and efficiency in service delivery through accelerated settlement of formal complaints, in order to give workers a sense of belonging in the service.
3. The Labour and Government friendly attributes have fostered peace and tranquillity between the JNC Kano State, and the Kano State Government since 1967 to 2025.
4. Both JNC and Kano State Government have given room for collective resolution of disputes in the spirit of give and take instead of handling each complaint

individually as most of the trade union disputes are settled via dialogue rather than confrontation.

The Composition of the National Public Service Negotiation Council

Council I: Association of Senior Civil Servants of Nigeria (ASCSN)

Council II: Nigeria Civil Service Union. (NCSU)

Council III: Nigeria Union of Public Service, Reportorial Secretarial Data Processors and Allied Workers (NUPSRAW).

Nigeria Union of Agricultural and Allied Employees (NUAAE)

Amalgamated Union of Public Corporation Civil Service Technical and Recreational Service Employees, (AUPCTRE)

Medical and Health Workers Union of Nigeria (MHWUN)

National Association of Nigeria Nurses and Midwives (NANNM)

National Union of Printing, Publishing and Paper Products Workers (NUPPPPROW).

One of the key roles of both the JNC and Government (Kano State) representatives is their interest to reach mutually agreeable outcomes.

This helps to ensure the voice and concerns of public servants are truly heard. To this end, during all negotiations on conditions of service, the Council (JNC) engages in free discussions regarding the terms and conditions of employment including salaries, benefits, working hours, welfare, etc.

Therefore, the present effort to document the role of JNC leadership in collective bargaining and negotiations from 1967 to date was deemed apt by its dynamic Chairman Comrade Hashim A. Saleh and his lieutenants. To this end a six-man Adhoc committee under the chairmanship of Comrade Ali Munir Mutawalle with the following Comrades as members was formed for the project.

1. Badamasi Umar
2. Abubakar Umar
3. Tajuddin Bashir Baba
4. Musa A. Ibrahim
5. Yahaya Yakubu Umar (Secretary)

The Committee was given a term of reference and met several times before finally agreeing on the modalities for its assignment.

The Committee, in recognition of the experiences and contributions of some stakeholders in labour movement and public service of Kano State and Nigeria in general, agreed on the following to be invited in order to assist in the discharge of its mandate.

1. Comrade Aminu Abdul-Salam

2. Alh. Usman Bala, mni
3. Alh. A.G.T. Rufa'i
4. Alh. Rabi'u Zakariyya
5. Alh. Auwalu Na'iya
6. Alh. Farouk Lawal Yola
7. Alh. Garba Aliyu Gezawa
8. Alh. Mukhtari Usman Danbatta
9. Alh. Isa Ahmad, mni
10. Comrade Ibrahim Mahmud
11. Comrade Dr. Musa Sa'ad
12. Comrade Maikudi Abdullahi Yakubu
13. Comrade Baffa Sani Gaya
14. Comrade Gabriel
15. Comrade Labaran Wada
16. Comrade Kiri Muhammad Shu'aibu and
17. Alh. Abdullahi Balarabe

Advantages of joining Trade Union

Whatever one has to do or is worth doing, must have some advantages. The following could be some of the advantages in joining a Trade Union.

1. Job Security.
2. Getting increase in salaries and allowances.
3. Provision of legal experts, where possible.
4. Having a good representation during negotiations with employers where and when workers' rights and action are discussed or taken.
5. Protecting workers rights and conditions of employment.
6. Securing better health schemes and conducive atmosphere for workers.
7. The Union always stands firm and formidable in making collective demands and bargainings with employers.
8. To have one voice and influence in a place of work.

The Historical Background of JNC in Nigeria

The historical background of JNC in Nigeria started in the year 1979 during the 2nd Republic at the national level, but it was more of reality in 1991 when JNC was reactivated and inaugurated. The 1st negotiation at the national level started in Lagos between 1991 to 1993 during General Ibrahim Badamasi Babangida's era as Head of State after which an agreement was reached, the document sent to the Federal Government and it was signed. Despite the signing, the Trade Union was not satisfied, hence it went on strike.

It is worthy to highlight that following the creation of states in 1968 and subsequently the establishment of the National Salary and Wages Commission in the year 1993, States were given the mandate to negotiate for the increase of wages.

Here in Kano State, the Joint National Public Service Negotiation Council (JNC) had its 1st meeting at the Conference Room, of the Ministry of Water Resources at 10:00am in February, 1991 with the following in attendance:

S/N	NAME	DESIGNATION	RANK
1.	Ibrahim Abubakar	Director REPA	Chairman
2.	Ado Abdullahi	Director Ministry of Budget	Member
3.	Ibrahim Isma'il	Director Personal, Min. of Water Resources	Member
4.	Dr. Salihu D. Ibrahim	Min. of Animal Health	Member
5.	Ibrahim Yusuf	CSTWUN	Member
6.	Mahmud Adamu	CSTWUN	Member

	Maishanu		
7.	Muhammad Garba Garki	PAPWUN	Member
8.	Kabiru Usman Gumel	PAPWUN	Member
9.	Isa Liman Kofar Nassarawa	CSTWUN	Member
10.	Yusuf Yakub	NANNM	Member
11.	Musa Sa'ad Muhammad	NANNM	Member
12.	Yakubu Isa Ibrahim	ASCSN	Member
13.	Kiri Muhammad Shu'aibu	NCSU	Member
14.	Isa Dalhatu	MAND	Member
15.	Auwalu Galadima	–	
16.	Ali Suleman	Representative of Management Service, Establishment	Secretary

During the military era, there was only one avenue of salary increase, which was movement from a grade level to another. There was hardly any negotiation between Trade Unions and Government as they were more on their own, providing welfare, etc. to the civil servants. On the other hand, minimum wage was purely increased during the civilian era and it started from the Second Republic when Late President and Commander – in – Chief Armed Forces, Alhaji Aliyu Usman Shagari, approved the minimum wage of civil servants to be Nl00.00 while here in Kano State, the Late Governor Alh. Muhammad Abubakar Rimi added N2.00 to make it N102 as our minimum wage. However, negotiation were conducted

between JNC and Government on conditions of service, welfare etc. from the 70s to 80s.

This process continued with series of meetings between JNC and the Government, with achievements recorded either before or after strike actions or negotiations.

It is worth highlighting that the purpose of the 1st meeting was to re-open the channel of communication between Government and Trade Unions in the State by reactivating the 3 Negotiation Councils, which were inactive and to familiarize with each other.

However, the meeting did not hold because two of the Unions i.e. Medical and Health Workers and NUPPPPROW were not in attendance.

Therefore, 11th of February, 1991 was set for the next meeting at the Conference Room of Ministry of Water Resources.

On 20th February, 1991 the 2nd meeting of the JNC and Government was held at the Ministry of Water Resources by 10:00am with the following members in attendance.

S/N	NAME	DESIGNATION	RANK
1.	Ibrahim Abubakar	Director REPA	Chairman
2.	Yahaya M. Kura	Director Personnel, Min. of Water and Housing	Member
3.	Ibrahim Isma'il	Director personal, Min. of Water Resources	Member
4.	Alh. Ibrahim Kazaure	Director Personnel, Min. of Animal Health	Member
5.	Usman Zahradeen	Deputy Director, personnel,	Member

		Min. of Water Resources	
6.	Tijjani Khalil	Director Personnel. Min. of Agric & R/Development	Member
7.	Habibu Shatima	Prin. Asst. Sec. Min. of Finance & Economic Planning	Member
8.	Danlami G. Danladi	Prin. Exec. Officer, SP/Services & Council Affairs	Member
9.	Ahmad Ado Daneji	ASCSN	Member
10.	M.A. Maishanu	CSTWUN	Member
11.	Ibrahim Yusuf	CSTWUN	Member
12.	Musa Sa'ad	NANNM	Member
13.	Yusuf Yakubu Sheshe	NANNM	Member
14.	Kiri Muhammad Shu'aibu	NCSU	Member
15.	Saleh Kafin Hausa	MHWUN	Member

During the meeting, the Secretary was directed by the Chairman to inform the members of some outstanding agreements reached with the Unions as follows:-

a. A draft circular on rent supplement for female officers had been drafted and was awaiting the approval of the Secretary to the Military Government.
b. A draft circular on the payment of Leave Grant with salaries had been drafted and also awaiting approval.
c. Refund of Economic Recovery Fund for Junior staff (GL 01-06) by defaulting MDAs i.e. Agriculture, Education, Health and KASEPPA.
d. Refund of medical expenses
e. Circular 1/1990 on the Removal of Anomalies was already in place

f. On implementation of Minimum Wage, Circular No. EPD/ADM/S/66/VII/S11 issued by the Ministry of Finance was absolutely clear as GL 01/1 staff were to receive not less than ₦150.00 as minimum wage. It was also explained by the Secretary that the State Government vide the said circular gave more than the minimum wage, which was immediately rejected by the Union side.

The Union side insisted that ₦4250.00 should be the basic salary upon which other benefits would be added.

After a long and exhaustive debate, no consensus was reached on definition of the National Minimum Wage. This was how the negotiations continued severally.

Fortunately, on 19th of February, 1992 the Official side accepted the following:-

Kilometre Allowance

30 kobo per KM for motorcycle and ₦1.00 per KM for motor vehicle. In addition, the Government approved same for local running.

Meal Subsidy

GL 01 – 13: ₦3.00 per day's demand was put off until the Federal Government's is general policy was out.

Entertainment Allowance

GL 14: ₦840 per annum against the Union's demand.

GL 15: ₦960.00 per annum against the Union's demand

GL 16: ₦1,200.00 per annum.

Medical Treatment

As per the agreement reached between NLC and the State Government in October, 1990.

Housing Loan

GL 0l – 06: -N50,000
GL 07 – 12: -N80,000
GL 13 – above: N150,000

Repayment period was 25 years with an interest rate of 4%.

Pension and Gratuity

As per Federal Government briefing i.e. 5 years for gratuity and 10 years for pension with the latter being a maximum of 80%.

Vehicle Loan

GL 01 -03: Bicycle Loan of ₦3,000.00
GL 04 -06: Motor Cycle Loan of ₦5,000.00
GL 07 -12: Car Loan of ₦20,000.00
GL 13 –above: Car Loan of N36,000.00

Car Refurbishing Loan

Motor Car- ₦10,000.00
Motor Cycle - ₦2,000.00

Incremental Credit Award

Withdrawal of Circular 8 of 1991

Leave Entitlement

8% of Annual Salary and a minimum of N400.00 per annum.

Responsibility Allowances

GL 13 – 14: 25% of basic salary
GL 15: 5% of basic salary
GL 16: 10% of basic salary

Utility Allowance

GL 01 – 06: N15, 000 per month
GL 07 – 10: N20,000 per month
GL 12 – 14: N30, 000 per month
GL 15: N50,000 per month
GL 16: N80,000 per month

Transport Allowance

An increase of 50% over the current rate across the board.

Rent Subsidy

An increase of 100% above the current rate across the board.

From another perspective, in September, 1992, JNC sent a memorandum for the payment of leave grant together with salary and formation of a committee to include Labour representatives in the disbursement of vehicle and housing loans under the leadership of Comrade M.A. Maishanu.

Following negotiations, discussions, consultations and bargaining between the government and the union side, the Kano State Government and Industrial Unions agreed as follows: -

1. The Kano State Government to implement fully, the new Table of UGSS as presented in the Federal Establishment Circular No. CND. 26/55/vol./.II/380 of 9th February, 1993.
2. The payment of the new rate will commence from March, 1993 with outstanding arrears from January, 1993.
3. The Nigeria Union of Teachers will, in the meantime, accept this agreement pending the outcome of NEC's decision on their action.
4. Specifically, in respect of Medical and Health Service workers, the pertinent Federal Circular on EVSS, which replace FUSS/HSS would be similarly adopted and implemented.

The aforementioned agreement was reached between the Government and Union side with the following in attendance:-

S/N	NAME	DESIGNATION	RANK
1.	Alh. Haruna Ungogo	Secretary to the State Govt.	Chairman
2.	Alh. Habu Ibrahim	Special Adviser	Member
3.	Alh. Salihi A. Bichi	Director, Gen. Establishment	Member
4.	Muhamud A. Maishanu	Joint Council Chairman	Member
5.	Abubakar Umar	Joint Council Secretary	Member
6.	Aminu Abdulsalam	Chairman NCSU	Member

7.	Aminu Tafida	Chairman NUT	Member
8.	Muhd Kani Kademi	Ag. Chairman CSTWUN	Member
9.	Aminu Sa'ad Beli	Chairman NUJ	Member
10.	Musa Muhammad	Chairman RATTAWU	Member
11.	Kamal A. Gaya	Chairman NULGE	Member
12.	Gambo AbdulMumin	PAPWUN	Member
13.	Idris Ahmad K/K	Chairman NUSTSAS	Member
14.	Lawan A. Gwadabe	Chairman NUPCE	Member
15.	Ibrahim Mahmud	Chairman MHWUN	Member
16.	Kabiru Waya	Chairman NANNM	Member

The JNC continued to improve in providing good working atmosphere to our teeming workers in order to make them more productive and effective. In line with this, the JNC held many meetings among which were:

1. On Thursday, 25th July, 2002 in the Conference Room of the Office of the Head of Civil Service at 11:00 am to deliberate on the issue of National Housing Fund Scheme. The meeting was chaired by A.G.T. Rufa'i, Head of Service representing the Kano State Government, which had deducted the sum of N164 million but not remitted to form part of the financial requirements for the take - off of the scheme.
   The union side did not object in determining and releasing the monthly contributions of beneficiaries of the Danladi Nasidi Housing Estate to the Federal Mortgage Bank.
2. An emergency meeting was also called by JNC on 20th October, 2019 at JNC Secretariat, off Zaria Road,

Kano, chaired by Ibrahim M. Maikarfi of NANNM for the purpose of consequential adjustment arising from the new minimum wage of N30,000.00. The Chairman inform the members that there was no problem for Level 01 – 06. However, the problem centred on GL 07 - 17 as there was no adjustment then and there should not be seniority in the salary structure.

This led to an agreement reached at the end of the Committee's meeting on the new minimum wage of N30,600 between the Government and the Joint Public Service Negotiation Council on Thursday, 19th December, 2019 in the Conference Room of the Office of the Head of Service, Kano State with 25 members present. The meeting was chaired by Dr. Kabiru Shehu, the Head of Service from the State Government side, and Hashim A. Saleh, a vibrant and dynamic leader from the JNC side.

The Kano State Government agreed to commence the payment of the new minimum wage effective from December, 2019 while arrears of April - November, 2019 would be settled on instalment basis.

BRIEF BIOGRAPHY OF COMRADE MAHMOUD ADAMU MAISHANU

Comrade Mahmoud Adamu Maishanu was born on 9th August, 1947 at Sabon Zango Accra Ghana. He started his Qur'anic education under his tutelage teacher called Malam Abba Babarbare. After completion of Qur'anic education, he continued to further his Islamic studies with his uncle Malam Belly. He started his primary in 1953. He then went to Middle School. He proceeded to Craft College in 1964 all at Cape-Coast in Ghana. After completing the college, he went back to Accra in 1964 to settle down with his parents. In 1966, he worked with NISSAN company as Auto parts Assembly in Ghana.

Civil Service Career

Comrade Maishanu was employed on 1st July, 1976 as craftsmen with the Ministry of Works Kano State as Grade Level 03 and retired from active service in 2003 as Assistant Chief Superintendent with Grade Level 14.

In-Service Courses

- In 1977, he went for month Fore-man course at Federal Ministry of Works Mechanical Training School at Abeokuta in Ogun State.
- He also went for Certificate Course equivalent to Diploma in Assistant Work Superintendent from Ministry of Works Technical School, Sharada-Kano.
- WEC, Grade II and I Technical
- Diploma in Computer Data Processing

- He Attended many Overseas Course and Trainings.

Unionism Practice:

Comrade Maishanu started his active unionism from his workplace, Ministry of Works as Branch Chairman under the then Civil Service Technical Workers Union (GSTWUN) in 1983 – 1992.

In 1992 – 1995 he became the State Chairman of the Civil Service Technical Workers Union in Kano.

After the union merged with other Unions at Sokoto in 1996, which gave room for the present Union name as AUPCTRE, he contested for the second term and he won the election as State Chairman of AUPCTRE from 1996 – 2000.

In the 2000 – 2003, he became Chairman Northwest Zonal Council/and National Vice President of AUPCTRE.

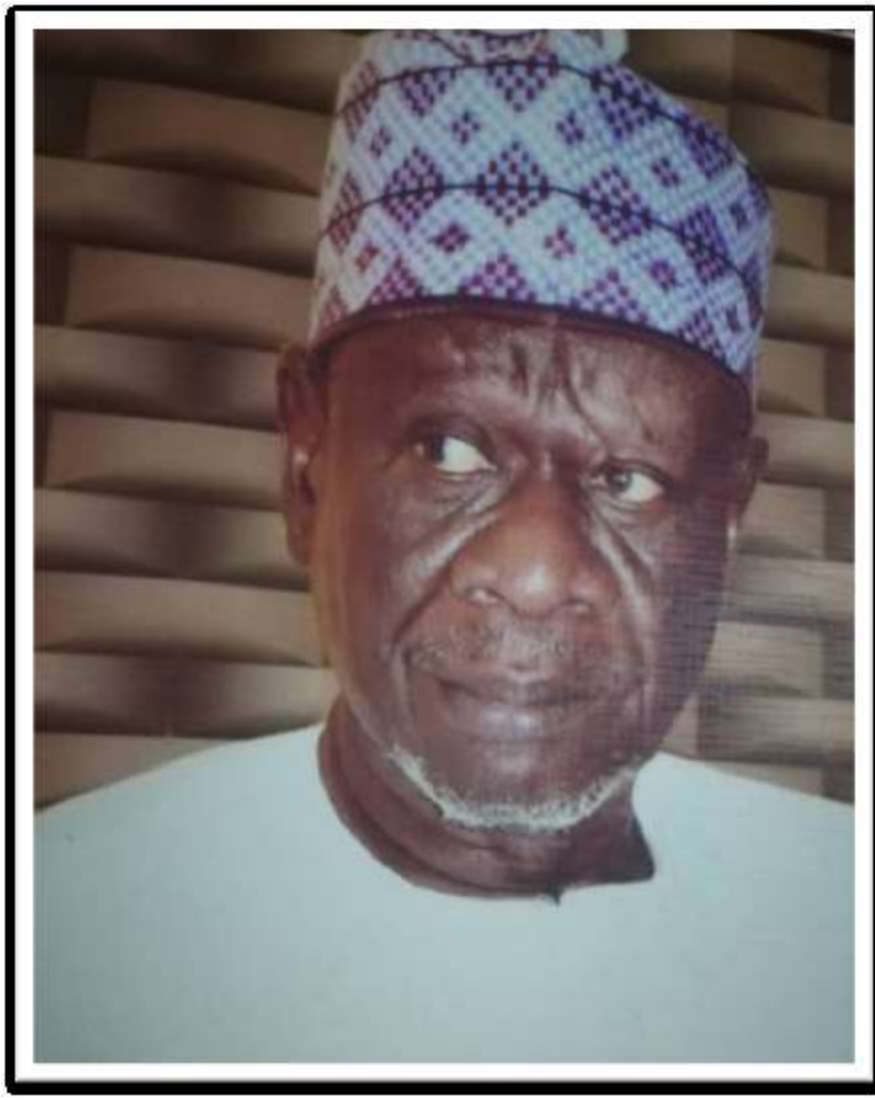
Maishanu's Achievements while in Active Unionism:

- Formation of State Joint Public Service Negotiating Council
- Chairman Committee of Re-draft of new Pension Scheme for workers in Kano State.
- During Governor Kabiru Gaya, he was appointed as Chairman Committee on fuel scarcity in 1992 in Kano State.

- During Colonel Muhammadu Abdullahi Wase, he served as Board Member ar Kano State Transport Authority now Kano Line in 1995.
- During Kwankwaso's Admininstration in 1999 – 2003 he also served as Member of the Committee on Internal Generated Revenue.
- During Malam Ibrahim Shekarau's Administration between 2002-4 he served as special Adviser to the Governor on Labour Matters in the State.
- He was among the delegation sent from the National Headquarters of Nigeria Labour Congress (NLC) to go and study the Ghanian Labour System.
- Comrade Maishanu participated on different negotiations between the Kano State and the Labour Leaders in the State.
- He served as Vice Chairman, NLC Kano State Congress.

Death

Comrade Maishanu died on 10th January, 2022 at Muhammad Abdullahi Wase General Hospital Nassarawa, Kano.



Late Comrade Mahmoud Adamu Maishanu

Official Visits by some Dignitaries to find out the Role of JNC Leadership in Collective Bargaining/Negotiations from 1967 to 2025

1st Visitation

Report of the official visit by the Adhoc Committee on 10th August, 2022.

The discussion commenced with an opening prayer offered by Comrade Ali Munir Matawalle, and was followed by self introduction by the members Alhaji AGT was highly applauded for having time to receive his guests. The purpose of the visit was to obtain historical information pertaining to the official take-off of JNC in Kano State, and the nation in general.

In his response, Alhaji A.G.T. Rufa'i appreciated the honour given to him. He however, said the history of JNC in Kano State started in the year 1979 during the tenure of Late Muhammad Abubakar Rimi, the then Governor of Kano State, and Malam Sa'idu Gwarzo was the Head of Service. Nonetheless, negotiation did not come into being until 1991 when JNC was reactivated and inaugurated. The first negotiation kicked off in 1993 during Babangida's regime at the National level in Lagos. After an agreement was reached, the document was sent to the Military Head of State and it was signed though the Labour side was not satisfied and it went on strike, which failed.

He went on to state that in 1968 when States were created and the subsequent establishment of the National Salary and Wages Commission in the year 1993, States were called to submit memorandum, which Kano State presented the best memorandum. The Commission appreciated and commended the effort made by the Kano State contingent for the introduction of a Unified Salary Structure (USS), which streamlined all the differences and by so doing, States were given mandate to increase wages.

Alhaji A.G.T. Rufa'i further described Late Maishanu as a great leader and union activist during his lifetime who contributed a lot to the development of labour movement in Kano State and the nation in general. He commended him most especially for spearheading the creation of the Kano State Pension Fund Scheme.

To sum up, he handed over some relevant documents to the Committee that would assist it towards successful accomplishment of its assignment.

2nd Visitation

The Official Visit of Comrade Labaran Wada to the Adhoc Committee on Sunday, 14th August, 2022":

A prayer was offered by Comrade Badamasi Umar at 3:04pm. Members were welcomed and the Agenda was read by the Chairman, which was accepted. The purpose of the invitation, according to the Chairman, was to obtain historical information regarding official take off of JNC in Kano State.

Discussion with our Guest

In his remarks, Comrade Labaran Wada (P.R.O. NANNM) highly appreciated the invitation and narrated a bitter experience that happened during Late Comrade Maishanu's lifetime. He stated that around 1992–1993, there was a negotiation on increase of 45%, which brought a lot of problems. The Union side was invited to the Government House for discussions and among the representatives from the Union side were Comrade Aminu Abdussalam, Comrade Musa Sa'ad and Comrade Labaran Wada, among others. Unfortunately, in the course of the discussions, the Government gave them a package.

There and then the package was rejected by Comrade Aminu Abdussalam and this resistance from the Union side helped them a lot to achieve their struggle. By so doing, the Government replaced Late Comrade Maishanu with Comrade Musa Sa'ad as a divide and rule tactic even

though they were all told to go and replace Comrade Musa Sa'ad with Late Comrade Yusuf Yakub, without knowing that Comrade Yusuf was more rigid than the others.

Finally, Comrade Labaran Wada promised to check his archive for relevant documents that would help the up Committee in the discharge of its assignment.

3rd Visitation

An official report of the visits of Comrade Aminu Abdulsalam and Comrade Gabriel Nwakwer to the adhoc Committee on 17th August, 2022

It started with opening of prayer by Comrade Abubakar Umar at 2:43 pm. Members were welcomed by the Chairman to this emergency meeting and briefly narrated the purpose of the invitation, which he said is to obtain historical information on the official take off of JNC in Kano State and the nation in general from our guest.

In his response, Comrade Gabriel appreciated the honour given to him. He, however said that this was the first time he was being involved or contacted since he left the Labour Movement, and called on the present leaders to try as much as possible to carry everybody along, most especially the past leaders.

He then briefly narrated how negotiations took place during their time. He revealed that before any negotiation, their strategy was to collect data from every Union and then a sub-committee would be mandated to verify the records at hand before presenting it to Government. He further described Late Maishanu as a great leader and union activist during his lifetime, who also contributed a lot to the development of labour movement in Kano State. He said Late Maishanu always said, "in everything you are doing in life do not put money first, try to build a legacy, so that one day you would be remembered."

Finally, Comrade Gabriel promised to give some relevant documents to the Committee, whose Chairman promised him that he would always be contacted in future, where possible.

On the same day at 2:27pm the Committee received Comrade Aminu Abdulsalam.

Comrade Abubakar Umar opened the discussions with a prayer. Thereafter, the Chairman welcomed Comrade Aminu Abdulsalam with his entourage, and once more thanked him for honouring the invitation. He further narrated the purpose of the invitation.

In his response, Comrade Abdulsalam, first of all, tendered their apology for coming late and appreciated the way JNC found itself. He further said that his invitation was an honour to him because he formed the Union in 1991, and by seeing Comrade Abubakar Umar on the Committee, he knew that everything he had, Abubakar must have more than that. In addition to that, he also emphasized on the need to send an invitation to Comrade Kiri. He said as of today, Labour Unions were being compromised. He further said that in Labour struggle there was wisdom in JNC because since its inception, a lot had been achieved without any interference. He also advised on the sensitization of Union Leaders to know their roles and responsibilities and what was expected from them.

Comrade Abdulsalam once again thanked the Committee for the invitation and prayed for the success of this gigantic initiative of documenting the struggles of JNC and commended the wonderful efforts by the Committee Chairman and his members towards this direction. He finally thanked the Almighty Allah (SWT) for our fulfilled lives and prayed for friends and colleagues that have passed on. May their gentle souls rest in Jannatul Firdaus.

4th Visitation

The official visit of Comrade Kiri Muhammad Shuaibu, to the Adhoc Committee on 20th August, 2022

Comrade Tajuddeen Bashir Bala offered a prayer at 3:00pm.

The meeting was an emergency one and everybody was welcomed by the Chairman who briefly narrated the motive behind the visitation, which was to obtain historical information regarding the official take off of JNC in Kano State and nation in general. He further welcomed the guest, Comrade Kiri whom he described as a labour giant, an activist, mentor, leader and above all, a dynamic person.

In his response, Comrade Kiri appreciated the honour given to him by the Committee and said that the present leaders were lucky to witness the standard of JNC at the present level based on the foundation laid by the past heroes in general. He further briefed the Committee that negotiation started around 1989 during Late Maishanu, whom he described as a custodian of knowledge, not a dictionary or an encyclopaedia. He added that Maishanu taught them all about negotiation process and how to get each and every sentence right to the extent that even the Government side would have to consult him for some clarifications.

Finally, Comrade Muhammad Shuaibu Kiri said that there was really a low level of commitment from the present labour leaders. He promised to check his archive for some relevant documents for the Committee's use and prayed for the success of the gigantic initiative of documenting the struggles by the JNC.

He lastly thanked Almighty Allah (S.W.T) for fulfilling our lives while praying for friends and colleagues that have passed away. May their gentle souls rest in Jannatul Firdausi.

5th Visitation

This is the Special Report of the Official Visit by Alh. Abdullahi Balarabe, former Permanent Secretary, Kano State, on 30th August, 2022"

Comrade Tajuddeen Bashir Baba offered a prayer at 2:40pm. Thereafter, the Chairman introduced the members of the Committee and briefly narrated the purpose of the visit, which he said was to obtain historical information regarding the official take-off of JNC in Kano State and at the nation in general.

Alh. Abdullahi Balarabe responded by first appreciating the honour. He then said he joined the State Service in 1988 and served as a desk officer on Labour Matters for some years. He also narrated that during that period Joint Council was not constituted but there was a separate Council i.e. Council I, II, and III. However, when things came up, Late Comrade Maishanu as one of the Council leaders would spearhead the Council with the help of Comrade Baffa Sani Gaya. Later, the Councils were joined was joint together and activated as one with Late Maishanu as the leader.

He recalled that in 1992 a strike action took place for almost a month and since then, there was no any strike until during the era of Military Administrator Aminu Isa Kwantagora. Prior to then, anything that came up was resolved amicably until the introduction of deregulation by General I.B.B, the then Military Head of State. He

went on to reveal that during that time they were friendly with the Labour leaders and described late Maishanu as a great leader who did everything with a sincerity of purpose, dedication and commitment in the service of humanity.

On the issue of Contributory Pension Scheme, he said that "States were summoned by the Federal Government under President Obasanjo to discuss the issue of the Contributory Pension Scheme, all of them welcomed the idea and agreed with the scheme. Based on that, it was resolved that the all the States should go back and provide their inputs before a draft bill could be sent for scrutiny. He further said that "a lot had happened here in Kano because when the draft bill was sent for scrutiny, the Governor set up a Committee to look into it and come up with what was in the best interest of workers of the State (Kano)."

The Technical Committee on the Contributory, Pension Scheme had the following members:

1.	Late Comrade M.A. Maishanu	Chairman
2.	AGT Rufa'i	Co Chairman
3.	P.S. Farouk Lawal Yola	Member
4.	P.S. Mukhtar Usman Danbatta	Member
5.	P.S. Abdulmalik Yakubu	Member
6.	Solicitor General Surajo Sa'eeda	Member
7.	P.S. Garba A. Gezawa	Member
8.	Habibu M. Zakirai (CPB)	Member
9.	State Auditor General Abubakar A. Badawi	Member

10. Local Govt. Auditor General Auwalu Danladi Umar Member
11. Comr. Ali Munir Matawalle Member
12. Abdurrahman Muhammad Member/Secretary

Finally, he advised the Committee to contact Malam Isyaku Musa in the Office of the Head of Service to check some files from the archives for some relevant documents. While thanking the Committee members, he prayed for late Maishanu's soul to rest in peace.

6th Visitation

Comrade Baffa Sani Gaya and Comrade Ibrahim Mahmud's official visits on 4th September, 2022"

Comrade Baffa Sani Gaya offered a prayer at 02:22pm.

The Chairman welcomed members to the meeting and briefly narrated the purpose of the visit, which he said was to obtain historical information on the official take off of JNC in Kano State and the nation in general from our guest.

In his response, Comrade Baffa Sani Gaya said that "first of all he would like to express his gratitude for the concern by the present leadership of JNC on their humanitarian services and remembrance of the past leaders." He said during Ramadan period, the leadership used to send some gifts to veterans and applauded this saying "this is really a special honour."

He then said that he joined the Union struggles in the year 1986 and since then, they have been together with Maishanu till his death, whom he described as "a man of his words, kind, dedicated, committed and transparent." He said he had the opportunity to learn so much from him.

He also said that in the year 1988, Maishanu formed Joint Action Committee (JAC), which he was once assigned as the Chairman. He said after being assigned as the Chairman of JNC, the struggle continued with a lot of challenges.

He further narrated that there was a time when they were arrested and detained in police custody along with Maishanu and so many others like Muhammadu Umar, Auwalu Yakasai, Abdu Machina etc. for almost two weeks. He also spoke at length, and in conclusion, promised to check his archives for supply of relevant documents to the Committee.

At exactly 3:00PM of 4th September, 2022, the Committee received Comrade Ibrahim Mahmud.

He was welcomed by the Chairman who also thanked him for honouring the invitation. He further explained the purpose for which the invitation was extended to him.

In his response, Comrade Ibrahim Mahmud thanked Allah (SWT) for sparing our lives to witness another moment and may the blessings of Almighty Allah be reaffirmed on our noble Prophet Muhammad (S.A.W). He also said, Allah is the one who knows better and never forgets. He prayed for the repose of the soul of Comrade Maishanu whom he described as "rare jeep" or rather "Nadir" in Arabic translation, which simply means (among mankind people like him are very rare).

He said that when he met Maishanu, he learned a lot because he taught them to be honest, devoted, and committed. He also said that he would not forget that during Late Governor Wase when negotiations started, Maishanu came up with idea of forming what is called "Integrative Bargaining Committee", which comprised of

the following from the Union side namely: Comrade Aminu Abdussalam, Comrade Ibrahim Mahmud, Comrade Maishanu and Comrade Abbas Sharif, among others.

After lengthy discussions, he also advised on the need for the sensitisation of Union Leaders to know their roles and responsibilities and what was expected from them.

7th Visitation

Report on the Official Visit of Comrade Abdullah Yakubu Maikudi to the Adhoc Committee On 11th September, 2022:

The discussion commenced with an opening prayer offered by Comrade Badamasi Umar at around 3:05pm. Thereafter, the Chairman briefly narrated the purpose of the invitation, which he said was to obtain historical information regarding the official take-off of JNC in Kano State and the nation in general from the guest.

In his response, Comrade Abdullahi Yakubu Maikudi said that sincerely speaking, he appreciated the honour for this invitation, particularly to discuss issues regarding JNC. He said that "if you want to discuss about the struggle in Labour Movement, you have to think of JNC". He welcomed the idea of documenting the struggle and said that the present leaders needed to be commended for the efforts made. He further said that he had never known that JNC has a befitting Secretariat. He prayed for the successful tenure of the present leaders and also recognized the commitment of the Committee Chairman, which he said he was not surprised because he knew him when he was the Chairman of NLC and MHWUN in the State.

He also emphasized the need for strategizing by the present leaders and to emulate the habit of keeping records. He advised them to organize a retreat for

Veterans with the present leadership to brainstorm on issues regarding the subject matter and any other Labour issue. This he said, would serve as a lesson to other affiliated Unions under JNC. Once again, he commended the efforts of the leadership and prayed for God's guidance.

He then said Maishanu was like a father to him because he had worked with his own father at the State Ministry of Works. He also prayed for the repose of his soul, and described him as an encyclopaedia of Labour as he had the knowledge of all the Labour Laws, both National and International. He also advised the Union Leaders to seek knowledge and be educated. In conclusion, he promised to check his archive for relevant documents for the Committee's usage.

The discussion closed with a prayer offered by Comrade Tajoudeen Bashir Baba at 4:30pm.

8th Visitation

Report on the Official Visit of Alh. Rabiu Zakari Yau, Former Head of Service to the Adhoc Committee on 25th September, 2022

The discussion commenced with an opening prayer offered by Comrade Musa A. Ibrahim at 04:30pm. Thereafter, the Chairman once again thanked Alhaji Rabi'u Zakari Yau for having time to listen to the Committee and briefly narrated the purpose of the invitation, which he said was to obtain historical information regarding the official take off of JNC in Kano State and the nation in general.

In his response, Alh. Rabiu Zakari Yau appreciated the honour given to him. He then said that Maishanu was a trustworthy, dedicated, and competent leader who always stood by his people. He further said that Late Maishanu played a very vital role in coming up with the existing Kano State Pension and Gratuity Law 2006. He finally prayed for the repose of his gentle soul.

After a lengthy discussion on other issues, Alhaji Rabiu Zakari Ya'u promised to check his archive for relevant documents to the Committee.

The discussion closed with a prayer offered by Comrade Tajoudeen Bashir Baba at 06:10pm.

9th Visitation

Report of the Official Visit of Alhaji Farouk Lawal Yola, Former Permanent Secretary to Adhoc the Committee on 9th October, 2022

The discussion commenced with an opening prayer offered by Comrade Badamasi Umar at 2:26pm. Thereafter, the Chairman briefly narrated the purpose of the invitation, which he said was to obtain historical information regarding the official take off of JNC in Kano State and nation in general.

In his response, Alhaji Farouk Lawal Yola, former Permanent Secretary, appreciated the honour done to him by the Committee. He said that late Maishanu was the type of person whose history cannot be complete without discussing Labour matters because he contributed a lot and held different positions in the Labour circle.

He further said that his first encounter with Maishanu was before the merger of the three Councils i.e. I,II&III into one. This was when a Committee was set-up by the State Government under the Chairmanship of Alhaji Ado Gwaram, Ado Abdullahi, Farouk Lawal Yola, among others from Government side, while Comrade M.A Maishanu, Comrade Baffa Sani Gaya, Comrade Ibrahim Dio and others from the Union side. The task of the Committee was to look into the issue of Structural Adjustment Program (SAP) introduced by the then

Federal Government under the Babangida regime in order to come-up with a relief package for workers.

He said the first meeting of the Committee started with self-introduction after which the Chairman nominated Alhaji Farouk Lawal Yola as the Secretary of the Committee, which was immediately objected to by the Union side as Late Maishanu said each side should have its own Secretary that was agreed upon. He said that even at that time Late Maishanu had not gone far in the service, but he understood that maturity and respect would help him to achieve a lot. His proposal was, therefore, agreed upon. There and then, they were asked to nominate their own Secretary, which they accepted and nominated Ibrahim Dio.

At the second meeting, which started with correction/ adoption of the agenda and minutes of the previous meeting, the Secretary from the Government side was asked to read the minutes of the last meeting. Thereafter, the Secretary from the Union side was also asked to read his minutes for harmonization but Maishanu said as from that day Alhaji Farouk Lawal Yola would be the only Secretary to the Committee as they agreed with his integrity and sincerity since he captured all what happened at the last meeting correctly.

Alhaji Farouk said Maishanu was very brilliant, dedicated and foresighted person who loved the workers and always stood up to protect their interest to the best of his ability.

He said this encounter paved way for his continued relationship with both Maishanu and Baffa Sani Gaya.

He said in many instances, the meetings between government and Labour happened when there were disagreements but could also occur on occasions like May-Day and the likes. He said things continued amicably up to the time when Maishanu was appointed as the first Special Adviser on Labour Matters in the year 2003.

Alhaji Farouk said one thing he could not forget was a time when they were negotiating on some issues where Maishanu took the matter at hand very hard. He then looked at Maishanu and said: "Comrade take it easy because one day you would be in our position to defend the Government".

He further said that the appointment of Maishanu as Special Adviser during the Administration of Malam Ibrahim Shekarau helped a lot in solving issues related to workers. For example, the issue of Tertiary Institutions salary increase, where they introduced Joint Action Committee (JAC), the settlement of pension debts since 1979, the stoppage and refund of money deducted for the National Housing Scheme with interest, the payment of salary on or before 25th of every month, and last but not the least, his commitment for ensuring that Unions were getting their check-off dues as and when due.

He then stated that he could not forget when a Technical Committee was formed to review the Contributory Pension Scheme introduced by the Federal Government, Maishanu was the person who said that in the Federal Government Scheme there was life insurance and Kano State being Shariah compliant, should not go the same way. Despite some people's perception of Comrades, this showed Maishanu's regard for Islam.

Finally, Alhaji Farouk spoke about the Civil Service Day, which he said was more important than May-Day as far as he was concerned. He said the Civil Service Day was simply meant to recognize how the system works so that the general public could appreciate what workers were doing. On that note, he advised the Joint National Public Service Negotiating Council to do its best in reactivating the Civil Service Day (THE TANGIER AGREEMENT, MOROCCO). He further advised for the immortalization of Comrade Mahmoud Adamu Maishanu's name and suggested that the JNC Secretariat could be named after him, and prayed for the repose of his gentle soul.

The discussion closed with a prayer offered by Comrade Musa A. Ibrahim at around 04:00pm.

10th Visitation

Report of The Official Visit of Alh Mukhatar Usman Danbatta and Alh Garba Aliyu Gezawa. Former Permanent Secretaries to the Adhoc Committee On 16th October, 2022:

The discussion commenced with an opening prayers offered by Comrade Abubakar Umar at 2:32pm. Thereafter, the Chairman briefly narrated the purpose of the invitation, which he said was to obtain historical information regarding the official take off of JNC in Kano State and nation in general.

In his response, Alh. Mukhtari Usman Danbatta. former Permanent Secretary Establishment, praised Allah (SWT) for fulfilling his life to witness this gigantic and remarkable initiative for the documentation of the history of late Comrade Mahmoud Adamu Maishanu's struggles during his life time.

He also said that he likes Maishanu because he was bold and can speak the truth before anybody without fear, which he said this good attribute associated with him was what make him a real Comrade who earned the title of Comradeship.

He further said Maishanu was a foresighted person who played a vital role and made significant contributions in coming up with the existing Contributory Pension and Gratuity Law (2006) of Kano State. In a nutshell, it was mandatory for Kano State civil servants, both serving and

retired, to recognize him as a strong pillar in laying a good foundation of the Contributory Pension Scheme. Maishanu stood up for workers in different aspects, known and unknown, up to the end of his lifetime May his soul rest in peace.

In his remarks, Alhaji Garba Aliyu Gezawa, former Permanent Secretary, Pension Fund Trustees praised Allah (S.W.T) and prayed for the repose of the soul of Comrade Maishanu, whom he said was an honest, dedicated and trusted person who had no fear in saying the truth before anybody. He added that he knew him as a person of good behaviour.

He further said that in the month of January, 2001 they transformed the cash payment of pensions to electronic payment and things continued like that until when the Federal Government introduced the Contributory Pension Law 2004. Here in Kano, a Committee was set-up to study the Federal Government's Pension Law and adjust it to suit our own peculiarities for the best interest of the public workers in the State. But he said since then, they have been having one fear in mind how to secure the funds from intruders.

Finally, he once again prayed for the repose of the soul of Comrade Maishanu and the discussions were closed with a prayer offered by Comrade Musa A. Ibrahim at 5:16pm.

The Leadership of Late Comrade Mahmud Adamu Maishanu 1986 - 2001

The Executive Council under the leadership of Maishanu comprised of the following:-

1.	Comrade Mahmud Adamu Maishanu	State Chairman
2.	Comrade Ali Munir Mutawalle	Vice Chairman
3.	Comrade David King	Secretary
4.	Comrade Abubakar Umar	Secretary II
5.	Muhammad Garba	Treasurer
6.	Ali Getso	PRO

Under Late Comrade Mahmud Maishanu, the Council achieved the following:-

1. Successful negotiation of ₦3,000.00 as minimum wage in 1998 during General Abdulsalami Abubakar's regime (as Head of State).
2. Negotiated the sum of ₦5,000.00 as minimum wage in 1999 during Obansanjo's regime (as Civilian President).
3. Motivated and assisted NLC in Labour party formation
4. Maishanu served as a lecturer during Saturday - Sunday Scheme organized by NLC.
5. He groomed many potential labour leaders in Kano State and across the country.
6. He was an inventor of integrative bargaining,
7. He was a very good Mathematician and served as a labour library.
8. He was a mobilizer and a leader of many successful strike actions.

9. He was the first Special Adviser on Labour matters in Kano State.
10. It was during his tenure as JNC Chairman of Kano State that a new salary structure effective from 1st January, 1996, was fully implemented.

In October 1998, during the tenure of Comrade Mahmud Adamu Maishanu, a memorandum was sent by the Kano State Joint Public Service Negotiation Council with reference number SPSN/KN/1/11/145 to the then Head of State, General Abdulsalam Abubakar FSS,MSS,MNI, that reads:

The Policy of Deregulation: The State and Local Government Workers

Memorandum of Demands

The demands were 18 in number and these were:

1. We humbly convey to you our deep sorrowful feeling as regard, your approval of the new salary package under the discriminative policy of deregulation.
2. That your noble action shows naturally you have brought about the much awaited joy and happiness to all category of Nigerian pauper workers and their families, but for the fact that this singular action now mournfully suggest a seeming deviation from the known courageous actions of this God - sent administration i.e. by further reaffirming the Federal Government's determination to continue with the much greater root workers of the 774 Local

Government and their counterpart in the 36 States, are now thrown into unbelievable and doubtful situation.

3. Your Excellency sir, since the ironical introduction of this provocateur salary deregulation policy in the public sector of the Nigerian economic in 1991 under the cover of IMF's conditionalities, no Nigerian public worker at States and Local Governments in particular knows any iota of peace. It is a simple and deliberate plan of voyage to ultimate industrial disaster.
4. Sir, as a worker yourself, it may interest you to be respectfully reminded that as far back as 1981 i.e. 17 years ago, a Nigerian worker, without even the allowances, used to receive ₦125 as a basic minimum wage which then amounted to $167.00 US dollars at the then rate, of 75k to a dollar. Now with the exchange rate at ₦90 to a dollar, it is safe and proper for one to say that, the said wage of a worker (₦167.00) represents ₦15,030.00 So even the so called Jumbo increase of five thousand Naira and above, can only account for about 1/3 of what the same worker used to receive as basic salary if he had even remained on the same grade level and step without any increment for the whole 17 years. And it is upon all this that the States and the Local Governments are discriminated against from even such inadequate compensation.
5. Your Excellency sir, with all due respect and high sense of humility, we will at this point like to honestly observe and bring to your notice, for correction, that

from yourself as the Head of Government and Commander in - Chief, right down to the various advisers and greedy proponents of the selective and discriminative policy of deregulation including the Honourable Chairman of the supposed National (not exclusive) Federal Salaries. Incomes and wages Commission, up to the State Sole Administrators who are expected to force and subdue the poor workers of the States and Local Governments to submission by accepting an inferior salary perfectly favoured beneficiaries of the new salary scheme - what a misleading package of mutual conspiracy. We also surely believe that, as it used to be, the incoming public office holders i.e. Councillors, Local Government Chairmen, Legislators, Governors etc. will definitely operate a uniform and the same salary structure as their counterpart in Federal including all allowances that go with various offices. Why then the provocation and discrimination against the innocent and ever toiling poor workers of the States and Local Government?

6. Sir, it is to our belief that Nigeria as a nation has more than enough resources to, at least, equitably pay for all its workers who are about the only remaining building blocks for progress and symbol of unity for this nation. This is a task that must be done! It will therefore, be more humane, honourable and respectful to try the issue of "pure federalism" than the sensitive area of

salary administration within one and the same public service.

7. Sir, to this end, we demand nothing less than the total abrogation of the discriminative policy of salary deregulation and an urgent total implementation of the new salary scheme to all category of public servants (State and Local Government inclusive) This our minimum agreed price for the on-going National Reconciliation. Unless of course, if workers (State and Local Government) now being deliberately and cynically set up as a timing bomb are expected, among other actions, to withdraw and totally boycott whatever programmes this administrations has.

Under the leadership of the Late Comrade Maishanu, he and his Lieutenants caused a circular to be sent to the then Honourable Commissioner, Ministry of Agriculture and Natural Resources, Kano with the Reference No. HCS/GEN/61/VIV/590 This is another way forward to the upliftment of civil servants to fully restore the relativity existing between Medical and Veterinary Doctors, prior to the Medical Doctor's salary scale (MSS/MSSS). The circular read thus:

Re - New Salary Structure and Allowances for Veterinary Doctors in the State Civil Service.

His Excellency, the Executive Governor, Dr, Rabi'u Musa Kwankwaso, has graciously approved the immediate implementation of Establishment Circular No. ESM/ADM/S/136/78 of 23rd May, 1996 restoring parity

in conditions of service, salaries, allowances of Veterinary Doctors and that of the Medical/Dental Practitioners in the State.

By implication therefore, you are required to liaise with the State Computer Centre for appropriate implementation of the restored parity effective from 1st June, 2000.

With regards:

Signed

AbdulRahman Muhammad

For: Head of Civil Service

copy to:

- The Chairman,
- Payroll standing committee,
- Ministry of Finance, Kano,
- The Chairman,
  Nigeria Veterinary Medical Association,
  Kano State Branch, Kano.

These were few of the contributions made by the Executive Members of JNC, which were to help in assuaging the problems of the civil servants despite all odds.

The Leadership of Comrade Ali Matawalle 2001-2010

Under the leadership of Comrade Ali Matawalle, the under listed were achieved:

1. Demanded and achieved the creation of the Office of Special Adviser on Labour Matters in 2003
2. Struggled for the re-instatement of Pilgrims Board and Board of Internal Revenue.
3. Struggled for the conversion of KNARDA, KASCO and KASEPPA to regular scheduled organisations.
4. Struggled for the change of employment letters in 2003 of 2000 newly employed staff who were disallowed from participating in Union activities.
5. Struggled and secured motor vehicle loans to 250 public sector workers.
6. Struggled for the amendment of the pension scheme introduced by the Federal Government resulting into the enactment of the Kano State Pension and Gratuity Law 2006.
7. Struggled for the total stoppage and refund of the Federal Housing Fund deductions with accrued interest to workers.
8. Struggled for the centralization of check off dues of Public sector unions for proper disbursement and utilization.
9. Establishing a cordial relationship between the Government and organized Labour Unions in the State, which paved way for government to sponsor both Muslim and Christian pilgrims.

10. Assisted and encouraged public sector unions to secure their own permanent sites as Secretariats instead of renting.
11. All Unions were given a motor vehicle by the Government.
12. Comrade Ali Munir Matawalle led many successful strike actions including the first picketing of the National Orthopaedic Hospital Dala, Kano.
13. Organized the first retreat for public sector Unions in 2009 at Kaduna, Kaduna State.
14. It was during his leadership that the then Government of Governor Malam Ibrahim Shekarau introduced the Ramadan Gesture and Ram Bonus to public service workers in the State.

Another achievement of Comrade Ali Manir's tenure was the upward review of Professional Allowances for Medical/Veterinary Doctors as well as other Para Medical Staff in the State.

This was done through a circular with reference No. HCS/ADM/S/136/T.I/162 issued by the Head of Civil Service. The Circular stated that His Excellency the Executive Governor of Kano State, Malam Ibrahim Shekarau has graciously granted the approval for the implementation of increases in professional allowances being enjoyed by Medical /Veterinary Doctors as well as other Para medical staff effective from March, 2008 as enumerated below:

a. Increase in rent allowance from 20% to 35% across the board.
b. Adoption of 20% of basic salary (but fixed) across the board as transport allowance instead of the present rates which ranges from a minimum of ₦l,000.00 to a maximum of ₦11,820.00 per month.
c. Adoption of 20% of basic salary across the board (but fixed) as utility allowance as against the current fixed rates of minimum of ₦250.00 to a maximum of ₦670.00 per month.
d. Introduction of 5% of basic salary (but fixed) across the board as medical allowance.
e. Increase in call duty allowance for Medical and Veterinary Doctors from 224% to 320%.
f. Increase in call duty allowance for Pharmacists from 112% to 160%.
g. Increase of call duty allowance for Nurses from 94.32% to 137%.
h. Increase in shift duty allowance for those entitled from 30% to 50%.

However, call and shift duty allowance for all categories of staff must be earned as against the current trend of automatic payments.

Signed
Mustapha S. Kabuga
Deputy Secretary P &G.
For: Head of Civil Service

The aforementioned achievements showed that the Joint Public Service Negotiation Council breathed more fresh air during Comrade Ali Munir's leadership. Without JNC, the conditions of service and manpower developments in Kano State could not have been possible.

Bravo to Comrade Ali Munir Matawalle and his lieutenants who strived very hard to make the entire civil servants effective and productive.

The Tenure and the Leadership of Comrade Mansur Isah Adamu and his Lieutenants 2010 - 2015

During the tenure of Comrade Mansur Isah Adamu, a lot was achieved and these were some of them:

1. The signing of consolidated salary structure
2. He and his cabinet stuck to their guns on the adoption of the pension scheme introduced by the Federal Government as opposed to the Kano State Pension and Gratuity Law.

During the tenure of Comrade Mansur Isah Adamu who reigned for five years, so much was achieved because he was firm and devoted his time in making the Union more stronger.

It was also during his time that the following circular with reference No. HCS/GEN/78/T.I dated 6th May, 2013, which elongated the pharmacy Technician Cadre was issued:

- The Honourable Commissioner,
- State Affairs,
- Government House,
  Kano.
- The Permanent Secretary,
- Deputy Governor's Office,
  Kano.
- The Chairman,
- Civil Service Commission,
  Kano.

- The Honourable Commissioner,
- The clerk to the State House of Assembly.
- The Chief Registrars,
- Shari'ah /High court of Justice
- The secretary,
- Judicial Service Commission,
- All Heads of Extra - Ministerial Department and State owned Companies Kano State.

Elongation of Pharmacy Technicians Cadre.

As part of the on-going effort aimed at stimulating workers for maximum productivity, the present administration under the leadership of Governor, Rabi'u Musa Kwankwaso FNSE has approved the elongation of terminal grade of the Pharmacy Technicians cadre from GL13 to GL 14 in conformity with resolution of the National Council on Establishment. It is to be noted that the new post of Chief Pharmacy Technician on GL 14 should be filled through normal process. Thus, the new progression in the cadre is reflected as hereunder.

S/N	OLD STRUCTURE	GL	S/N	NEW STRUCTURE	GL
1	Pharmacy Technician	07	1	Pharmacy Technician	07
2	Higher Pharmacy Technicians	08	2	Higher Pharmacy Technicians	08
3	Senior Pharmacy Technician	09	3	Senior Pharmacy Technician	09
4	Principal Pharmacy Technician	10	4	Principal Pharmacy Technician	10
5	Asst. Pharmacy Technicians	12	5	Asst. Pharmacy Technicians	12
6	Chief Pharmacy	13	6	Chief Pharmacy	13

7	Technician Chief Pharmacy Technician	14	7	Technician Chief Pharmacy Technician	14

2. It is sincerely hoped that this gesture would reciprocate by hard work and dedication to duty toward the provision of health care service delivery in the State.

3. Please give this circular the widest publicity deserves.

Signed

Abdul Sa'ad Zakari

Under Secretary /S.W.

For: Head of Service

This achievement by the JNC was recorded during the administration of Engr. Rabi'u Musa Kwankwaso and it was aimed at helping and encouraging the civil servants to always feel at ease with the struggles of the National Joint Negotiation Council. Another success recorded by the Council under the Comrade Mansur's leadership was the issuance of a Circular No. HCS/CIR/6/T.I dated 14th May, 2014 on the upward review of weigh-in allowance for media cultural workers in the State. The circular read thus:

Approval for upward Review of weigh - in Allowance for Media Cultural Workers in the State

In keeping with the resolve of the present Administration to improve the welfare of various categories of workers in the State, I am to inform you that approval has been granted for the upward review of weigh - in Allowance from 17.5% and 10% to 26.25% and 15% for operational and non-operational staff respectively.

In view of the foregoing therefore, it is hoped that Media Cultural Workers in the State will reciprocate this magnanimous gesture by rededicating themselves for enhanced productivity, efficiency and effectiveness of their respective organizations.

Best regards.

Signed

Abdullahi M. Gezawa
Permanent Secretary / Establishment
for: the Head of Service

To sum up, the five years tenure of Comrade Mansur Isa was dedicated to total support and providing joy and happiness to the civil servants, through dialogue and peaceful co-existence.

Bravo to Comrade Mansur Isa and his Lieutenants.

The Leadership of Comrade Hashim A. Saleh 2015 - Date

Some of the achievements towards improving the welfare of Kano State civil servant and retirees recorded under his leadership are:

1. Establishment of a fully equipped State Secretariat of JNC at Ummi Plaza Complex, Zaria Road, Kano.
2. Successful negotiation and implementation of ₦30,600.00 as minimum wage in the State.
3. Successful take off of KSCHMA based on a memo presented to the State House of Assembly.
4. Struggled for the removal of dichotomy between Degree and HND holders.
5. Participated in the creation and centralization of a Single Treasury Account (TSA) in the State.
6. Participated in the provision of a State payroll system.

It is true that the tenure of Comrade Hashim A. Saleh and that of late Maishanu is like that of a father and son. This is simply because Comrade Hashim A. Saleh and his cabinet stands firm in negotiations regarding terms and conditions of employment including salaries, benefits, working hours, and other work place policies. In all their representations both the Government and Unions were always interested in reaching mutually agreed outcomes.

This helped to ensure that the voice and concerns of public servants were heard.

Another greatest achievement of Comrade Hashim's leadership was that his administration always suggests and

recommends on the need for staff recruitment, retention strategies and professional development opportunities for the civil servants. In addition, the Council also assists in addressing issues related to the workforce planning skills development and training programs that are necessary to enhancing the capabilities of civil servants.

On conflict resolution, Comrade Hashim's leadership acts as a mediator to resolve disputes when they arise between the Government and Trade Unions by ensuring that the conflicts do not escalate into strikes or disruptions in public service delivery. This is the secret behind the resolution of the minimum wage when it was increased as the Union negotiated and agreed on the implementation of N30,600.00 per month.

The participation of the Council in the centralization of Single Treasury Account (TSA) brought about saving the public funds from the hands of embezzlers. Bravo to Comrade Hashim's leadership as it established a fully equipped State secretariat for the JNC at Ummi Plaza Complex on Zaria Road, in an attempt to provide a good channel of communicating information on policies, rights, and responsibilities of public servants as well as towards clarifying their expectations and entitlements. This is how the workforce stability came into being, which helped in promoting fair labour practices and enduring job security. In addition, the Unions keep on helping in maintaining a stable workforce and a stability that provides a conducive environment for long term training and development

initiatives thereby benefiting both the civil servants and the service at large.

On feedback and representation, the civil service Unions always put their heads together under one umbrella as they agreed that “united we stand, divided we fall” in order to serve as a single voice for the employees, by providing feedback to Management on training needs and workforce challenges.

Other achievements of Comrade Hashim's administration include the following:

- He stood firm and made it a reality, the consequential adjustments for Grade Level 01 – 17.
- Quickly settled the negotiations on N70,000.00 as the monthly minimum wage, which Government agreed on N71,000.00.
- Frequent visitations to Torrey Home, Prisons and Children Home to find the situation they are in and assist the inmates in cash or kind.
- Training and retraining of Union leadership.
- Settlement of misunderstanding within Trade Unions.
- Organised seminar on retirement early preparation and life after retirement for Union Leaders.

Another milestone achievement of the Comrade Hashim’s administration was how it fought hard and succeeded in removing the long outstanding dichotomy between Degree holders and the HND holders, in terms of appointments and promotions as the seniority or difference is no longer in existence.

It is also under the distinguished leadership of Comrade Hashim A. Saleh that the following Circular from the Establishment Directorate with reference No. HCS/GEN/127/V.I/115 on Elongation of Library Officer Cadre in the State Public Service was released and addressed to:

- The Chief of Staff
  Government House, Kano,
- The Permanent Secretary,
  Deputy Governor' (s) office,
- The Secretary to the State Government,
  Cabinet Office,
- All Honourable Commissioners,
- All Special Advisers,
- The Chairman,
  Civil Service Commission,
- The Clerk/ Permanent Secretary,
  Kano State House of Assembly,
- The Chief Registrars,
  High Court/ Shari'a Court of Appeal,
- Auditor Generals,
- State and Local Government Audit,
- All Executive Chairman of Board and Commissions,
- All Chief Executives /Head of Parastatals/Extra Ministerial Department And State Owned Companies, Kano State.

Sir,

Elongation of Library Officer Cadre in the State Public Service

In its effort towards improving condition of service and stimulating the State civil servant for maximum productivity for effective and efficient service delivery, the State Government vide EXCO. Extract No. CAD/EXCO/5/11/10 dated 19th October, 2020 has approved the elongation of terminal grade level of library officer cadre in the State Civil Service, which should end up on GL14 against GL13 on the Chief Library Officer, but should be filled through normal promotion process.

The circular continued to congratulate the beneficiaries, and hoped that this gesture, which was fought by JNC, would be reciprocated through hard work, dedication and commitment to duty as well as supporting the laudable programmes and projects of the present administration.

Signed by

Rabi'u Abdulkadir Harbau
Director Establishment
Signed on behalf of the Head of Service.

As earlier stated, the Joint Public Service Negotiation Council, Kano State under the leadership of Comrade Hasim A. Saleh, played a significant role leading to the establishment of the Kano State Contributory Health Scheme. Below are some of the documents supporting the assertion.

Re- Resolutions Adopted on Introduction of Kano State Contributory Health Care Scheme-Findings and Recommendations

Reference No. JNC/KNSC/ADM/Vol.03/112 22nd January, 2016.

The Head of Service,
Office of the Head of Civil Service,
Audu Bako Secretariat, Kano.

Sir,

The joint meeting of the Nigeria Labour Congress, Trade Union Congress and Joint National Public Service Negotiating Council was held at Nurses House Conference Hall, Gandun Albasa, Kano on Monday, 18th January, 2016.

The extra - ordinary emergency meeting had commenced due to series of complaints received both verbal and by text messages to both various leadership of the above three mother unions and affiliates as well as to some top government officials by workers presenting their various dissatisfactions on the modus operandi of the proposed Kano State Contributory Healthcare Scheme.

The State Administrative Council members of Joint National Public Service Negotiation Council (JNC) Kano State Council, met at an extra - ordinary emergency meeting held on 22nd January, 2016, resolved and identified the following constraints as findings that created gaps between Kano State Government (Office of the Head of Service) and Labour Unions on the scheme.

Sir, among the major complaints received and presented during the meeting as findings are:-

1. Non availability of the copy of the actual draft policy on the scheme for the leadership of unions and its members, to study, discuss and ask questions, where applicable for clarifications.
2. That some MDAs/Unions not affiliated to NLC,TUC, and JNC were not involved in the various stake - holders meetings them to effect enlightenment and information dissemination to their members on the whole scheme.
3. That the enlightenment, dissemination and education strategies were hurriedly conducted. This led to consent not well sought to warrant the proposed commencement of the deductions on February 20th, as alleged and that the monthly premium is on the higher side.
4. That the documentation by filling of forms on the scheme by the public sector workers to indicate their acceptance and choice of health facilities to patronize by the interested beneficiaries (The workers).
5. That the Kano State House of Assembly being the parliament and law maker has not legislated or given their blessing on the proposed scheme to facilitate it's adoption and implementation in Kano State.
6. That the out of store syndrome on drugs and other basic working equipment in the hospitals and maternity units of either home or clinics are obsolete

and no sustainable efforts are made in addressing those constraints.

7. A grapevine finding reveals that only minor sickness, surgeries, and laboratory investigations are to be provided as services to enrolees, while major services and expensive drugs shall be paid by the clients.
8. That the JNC leadership noted with surprise that the State Council being the major labour representative on the scheme, is not part of the main State Committee on the scheme.

The joint meeting after lengthy deliberations on the above, collated complaints and findings, resolved and recommend the following:-

1. That the real draft copy of the National Health Contribution Scheme policy by Kano State Government must be made available to the NLC, TUC, JNC leadership and other MDAs/Unions not affiliated to NLC,TUC,JNC for study to provide enough information and educate members to make inquiries on the scheme.
2. That the proposed commencement of the deductions as alleged should be KIV (Keep in View) until all the necessary due processes are conducted in line with the consent of the beneficiaries and the policy.
3. The meeting resolved and demanded for a stake – holders meeting between the operators of the scheme and the Kano State Government through the Office of the State Head of Civil Service within 3 weeks, while

full take – off should be targeted within 3 months to warrant full adherence to the processes.

4. In order to motivate and attract large patronage, the proposed monthly premium as contained in the Circular from the office of Kano State Head of Civil Service Ref. No. HCS/GEN/323/I/22, dated 31st December, 2015 be reviewed as the amount is on the higher side and will never be acceptable by workers.
5. On the basis of fundamental human rights, equity, fair hearing and justice, the scheme should be made voluntary and not mandatory.
6. If the proposed scheme is to succeed and be result oriented, the Kano State Government should demonstrate a functional commitment in addressing the out of store syndrome on drugs and other basic working materials that are obsolete in the health facilities to be designated for the Kano State Contributory Health Care Scheme to promote robust health care delivery system as there is evidence of inadequate drugs and facilities to match with population demands,
7. The JNC wishes to recommend that since the funding from the workers is collective and that the contributors cannot be sick all at the same time, the funds generated with interest will cover such major medical services. Otherwise the impact of the scheme may not be well felt by some cadres of workers due to their poor economic status.

8. The State Council of JNC call on the State Government to identify the key labour union representatives that have direct access to public sector workers in Kano State, i.e. JNC, which is the sole representative of the mainstream workers on all matters as provided by the law.

Finally, in this meeting, there was a wish that affirmed its total commitment to further enlighten, mobilise and educate its membership if the above resolutions, findings, and recommendations are adhered to appropriately to facilitate largest patronage by the public sector workers in Kano State.

The JNC Chairman in person of Comrade Hashim A. Saleh, whole – heartedly thanked all in attendance and prayed for continuous joy and happiness to all civil servants and the entire Comrades in various unions.

Comrade Hashim A. Saleh **Chairman JNC** **Kano State Council**	**Comrade Musa I. Ahmadu** **JNC Secretary**

Cc:

The Hon. Speaker,
Kano State House of Assembly.

The Special Adviser,
To His Excellency on Labour Matters,
Farm Centre, Kano State.

The Chairman,
House Committee on Health and Labour,
Kano State House of Assembly.

Another important document that shaped the establishment of the Kano State Contributory Healthcare Scheme during Comrade Hashim's tenure, dwelt on the membership of the Governing Board and amounts to be deducted from workers' salaries. The JNC leadership felt that the membership of the Governing Board did not reflect the spirit of equity, fairness, justice and all-inclusiveness in the representation of the major stakeholders i.e. Joint Public Service Negotiating Council (JNC), Medical and Health Workers Union, National Association of Nigeria Nurses and Mid-wives and the Joint Health Sector Union (JOHESU).

In this regard, a notice for an extra ordinary Emergency State Executive Council meeting with Ref No. JNC/KNSC/ADM/VOL 52/175 dated 17th July, 2016 was sent to:
The Chairman /Secretary (AUPCTRE),
Nigerian Labour Congress (NLC),
Kano State Council.

During the meeting the report of the sub - committee on the Kano State Contributory Health Care Scheme dated Tuesday, 6th October, 2015 was deliberated upon, resolved and adopted as follows:

A Finding /Observations and Resolutions

At the meeting, the following were observed:

1. The monthly premium to be contributed by workers, did not take into consideration the yearnings and aspirations of the public service workers on other family responsibilities as the present proposal is on the higher side and consent was not sought through their representatives i.e. JNC and others.
2. The house noted with surprise that in the final draft report of the sub-committee (amended) dated 6th October, 2016 (page 10) are representatives each of the Ministry of Health whom shall be health professionals not below the rank of a Director. This was smartly altered and changed from "Health" to "Medical". This is an offence and a gross misconduct under the 1999 Constitution of the Federal Republic of Nigeria as well as the Public Service Rules and Regulations.
3. The meeting also observed that there is confusion, mixed up and conflicting representation from the Kano State Ministry of Health on the paper titled: ***"The structure, role and responsibilities, Kano State Contributory Health Management Agency"***. where NMA is a member of the Governing Board (No. 4) against the final draft report of the sub – committee on Kano State Contributory Healthcare Scheme dated 6th October, 2015, as the items marked No. i - viii (1-8) Nigerian Medical Association Kano State Branch is

NEVER captured as a member of the governing board. This is questionable and must be investigated to determine how NMA became a Board member without due consideration to other Professional Health teams that constitute the largest membership in the Health Sector of Kano State, i.e. MHWUN, NANNM etc.

B. <u>JNC Demand/Resolutions</u>

In line with the spirit of equity, fair play and justice as well as labour laws that constitute JNC as the sole representative of the entire public servants of Kano State, the State Council resolved and adopted as follows:

1. The JNC, on behalf of the entire workers in the State public service, agreed and consented to adopt and implement the Kano State Contributory Healthcare Scheme on the following demands:
   a. Since the JNC, Kano State Council, is the organ that negotiates, bargain and sign on behalf of the State public servants, we demand for JNC slot in the governing board membership of the scheme.
   b. On the proposed monthly premium of the Contributory Scheme, the JNC resolved and proposed two options: i.e.

Option A

GL 01 – 04	= N1,200.00
GL 05 – 07	= N1,500.00
GL 08 – 13	= N2,500.00
GL 14 – 17	= N3,500.00

Consolidated	= N4,500.00

Option B

GL 01 – 04	= N1,200.00
GL 05 – 07	= N1,800.00
GL 08 – 12	= N2,800.00
GL 13 – Above	= N3,800.00
Consolidated	= N4,800.00

c. On representation of Nigerian Medical Association (NMA) and as presented by NLC/TUC during the sensitization meeting held at Royal Tropicana Hotel, Kano on Friday, 15th July, 2016, the State Council of JNC demands for the removal of NMA in the Board's membership because it is really not captured in the final draft of the Kano State sub – committee report on the Contributory Healthcare Scheme as contained on page "10" items No. 1 – 8.
d. On the alteration made from "Health" to "Medical" in the final draft report of the State sub – committee on the Kano State Contributory Healthcare dated 6th October, 2016, we demand for the unconditional maintenance of the word "Health" professional as contained in the final draft report of the sub - committee.
e. On the basis of equal participation, and as major stakeholder in the Kano State Contributory Healthcare Scheme, the State Council of JNC recommend that a member of the Labour Unions on the Board of the scheme be a signatory for accountability and transparency on behalf of the workers.

To sum up, the State Council of JNC is in total solidarity and partnership with the Government under His Excellency, Dr. Abdullahi Umar Ganduje, the Executive Governor of Kano State. We pray and hope that all our proposed demands submitted before this dynamic and consolidated House and seasoned democrats as well as good friends of the Labour (JNC) shall legislate and pass the above demands into law of the Kano State Contributory Healthcare Scheme, 2016.

Finally, the JNC being the umbrella of the public servants of Kano State as the target for this timely welfare scheme, shall see new lease of life that will also enhance their productivity and efficiency in the service of Kano State Government and Nigeria in general.

Best regard,

Yours faithfully,

Comrade Hashim A. Saleh	**Comrade Musa I. Ahmadu**
Chairman (JNC)	**Kano State Secretary (JNC)**

The Minimum Wage of N30,600.00 under the Distinguished Leadership of Comrade Hashim A. Saleh

An agreement was reached at the end of the Committee's meeting on the new minimum wage of N30,600 held

between the State Government and the Joint Public Service Negotiating Council on Thursday, 19th December, 2019 at the Conference Room of the Office, of the Head of Civil Service, Kano State.

At the meeting there was attendance of 25 members with 11 from Government side, headed by the Head of Service in the person of Dr. Kabiru Shehu, with the following as members:

2.	Abba Wada Waziri	Perm. Sec. Establishment (OHCS)
3.	Ali Sani Fane	Perm. Sec. Salary & Wages/OHCS
4.	Salisu M. Gabasawa	Perm. Sec. Civil Service Commission
5.	Abba Kabiru Kailani	Perm. Sec. Min. for Local Govt.
6.	Balarabe Hassan Karaye	Perm. Sec. Min. of Planning & Budget
7.	Zakari Sadiq Buda	Perm. Sec. Min. of Finance
8.	Amina Yusuf Yargaya	Perm. Sec. Min. of Justice
9.	Amina Inuwa Sa'id	Auditor General (State)
10.	Muhammad Tukur Jalal	Director Establishment OHCS
11.	Musa N. Karefa	Director Salary & Wages OHCS

From the Labour side, it was led by our dynamic leader in the person of Comrade Hashim A. Saleh, Chairman JNC and with the following 13 members:

2. Comrade Kabiru Ado Minjibir	Chairman NLC
3. Comrade Munsur Isa Adamu	Chairman TUC
4. Comrade Musa Ibrahim Ahmad	Secretary JNC
5. Comrade Hussain Buda	Secretary NLC
6. Comrade Sani Babangida	Secretary TUC
7. Comrade Aminu Hassan K/Wambai	Vice Chairman JNC
8. Comrade Tajuddeen Bashir Baba	Treasurer JNC
9. Comrade Auwalu Yusuf Kiyawa	Asst. Sec. JNC
10.Comrade Abdullahi Muhammad Gwarzo	Vice Chairman NLC

11. Comrade Kabiru Inuwa	Auditor JNC
12. Comrade Rabi'u Lawan	Chairman JUSUN
13. Comrade Magaji Inuwa	PRO JNC
14. Comrade Muhd Hambali	Vice Chairman NLC

The meeting was convened based on the consensus reached between the Federal Government and the organized Labour Unions on the implementation of the new National Minimum Wage of ₦30,000. The States' Joint Public Service Negotiation Council (JNC) were directed to engage with their respective State Government to negotiate the new minimum wage as it affects their members.

Like a flash of lightening, the Kano State Joint Public Service Negotiating Council forwarded its request for the implementation of the new minimum wage. Consequently, the State Government constituted the 23-member committee comprising of 11 members from Government side and 14 members from the Labour side, under the Chairmanship of the State Head of Service. The Committee held its meetings on 21st, 22nd and 24th October, 2019, leading to the formation of a 9-member Technical Committee.

The Technical Committee, comprising of 5 members from the Government side and 4 members from the Union side, was chaired by Director Salary & Wages. They instantly, met on 31st October, 2019 and examined the proposals submitted by the JNC vis-a-vis. His Excellency's pronouncement of ₦30,600.00, which is

₦600.00 over and above that of Federal Government's new national Minimum Wage.

The 25 member Committee having received the report, met on 19th December, 2019 and came up with the following terms of agreement pertaining to the four categories of salary structures operating in the State:

CATEGORY 1:

CONPASS	GL01 - 06	70%
	GL 07	30%
	GL 08	18%
	GL 09	14%
	GL10 - 14	12%
	GL15 - 17	08%

CATEGORY 2:

CONMESS	CM 01 - 04	05%
COMMESS	CM 05 - 07	04%
CONHESS	CH 0I - 04	29%
	CH 05	22%
	CH 06	14%
	CH 07	09%
	CH 08	07%
	CH 09	06%
	CH 10 - 11	05%
	CH 12 - 15	04%

CATEGORY 3:

CONPCASS	CONP.	01	06%
	CONP.	02 - 06	05%
	CONP.	07 - 09	04%
CONTEDUS	CONT	01	25.31%
	CONT	02	25%
	CONT	03	24%
	CONT	04	21%
	CONT	05	17%
	CONT	06	10%
	CONT	07	06%
	CONT	08 - 12	05%
	CONT	13 - 15	04%

CATEGORY 4:

CONJUSS	GL	01 - 05	65%
	GL	06	50%
	GL	07	23%
	GL	08	16%
	GL	09	14%
	GL	10	11%
	GL	12	09%
	GL	13	09%
	GL	14	08%
	GL	15 - 17	06%

The Government agreed to commence the payment of the new minimum wage effective from December, 2019 with arrears of April - November, 2019. Tables of the affected

categories were attached to the agreement with 3 representatives each from both the Government and Labour sides signing it and with by 2 members as witnesses from each side.

Government side

1. Dr. Kabiru Shehu
   Head of Service
2. Abba Wada Waziri
   Perm. Sec. Estab.
3. Ali Sani Fane
   Perm. Sec. Plan. & Budget

Labour side

1. Com. Hashim A. Saleh
   Kano State Chairman JNC
2. Com. Musa Ibrahim Ahmad
   Kano State Sec. JNC
3. Com. Tajuddeen Bashir Baba
   Kano State Treasurer JNC

Witnesses
Government Side

1. Balarabe Hassan Karaye
   Perm. Sec. Ministry of Planning & Budget
2. Zakari Sadiq Buda
   Perm. Sec. Ministry of Finance

Witnesses
Labour side

1. Com. Kabiru Ado Minjibir
   Kano State Chairman NLC
2. Com. Mansur Isa Adamu
   Kano State Chairman TUC

The agreement was duly signed on 19th December, 2019.

The Emergence of the Kano State Pension Fund Trustees (KSPFT) 2006 – 2023

The Kano State Pension Fund Trustees came into being during the tenure of His Excellency Malam Ibrahim Shekarau in the year 2006. This is one of the greatest achievements for all civil servants in Kano State, who either retire voluntarily or as a result of age or serves for 35 years - the retirement age of civil of servants.

The criteria of generating the 25% as contribution toward monthly pension and gratuity of retirees was based on deduction of 8% from the employee's, monthly salary directly from the pay-roll to the Pension Board. The State Government was to contribute 17% for each civil servant, which was to be remitted to the Board. The three important things behind the 25% contribution are:

1. It helps in payment of retired civil servants monthly pension.
2. It assists the Government to easily settle the payment of gratuity
3. It helps in making investments with the expectation of deriving income or profit.

There are six Departments that made up the Kano State Pension Fund Trustees. These are:

1. Admin and General Services: This is a Department responsible for routine and normal administrative activities such as expenditure, complaints etc.

2. Planning Research and Statistics: that is planning what to do e.g. capital project etc.
3. State Pension that oversees all files, vouchers computation of payment for State retirees etc.
4. Local Government Pension: just as above for Local Government staff.
5. Local Government Audit: pre-checking of vouchers for retiring civil servants.
6. Investment and Risk Management.

Regarding investment, the Kano State Pension Fund Trustees, generates income from places like Bandarawo Estate, Kwankwasiyya Housing Estate, Amana City, shops at Sabon Gari (Muhammad Abubakar Rimi) Market, and Houses at Abuja, the capital city of Nigeria.

The Pension Fund Trustees Board is composed of the Government side with Permanent Secretaries, Ministry of Finance, Establishment (Head of Service), Local Governments and Solicitor General from the Ministry of Justice as members. Others are the Permanent Members I and II, the Permanent Secretary, Pension Fund Trustees and the Chairman of the Board as the Head.

There is also from the Union side, headed by the Joint National Public Service Negotiating, Kano State Council (JNC), the membership of the Nigeria Union of Pensioners (NUP) and the Nigeria Labour Congress (NLC) who represent the workers.

The Management has limits on expenditures, decision making on pensioners' monthly pension, payment of gratuity and welfare. When such limit is higher, the Board must sit to brainstorm and come out with alternatives e.g. sale of Houses based on investment. The Board members from both the Union side and the Government side must sit together. Likewise, in decision making, the Union side play a key role as it tells the Government the whole truth on the needs of pensioners.

Basically, the Union side make tremendous efforts to always protect the interest of pensioners so also that of the scheme. They also try to ensure that the Board is protected based on the provisions of the Law that establishes it.

In a nutshell, confrontation with Government by the Union side is now a bygone issue as a lot is being achieved via dialogue. For instance, on Thursday, 19th December, 2019 an amicable agreement was reached between the State Joint Public Service Negotiating Council and the State Government on the payment of ₦30,600.00 (₦600.00 over and above the Federal Government National Minimum Wage) as the minimum wage in Kano State. Considering the significance of the Kano State Pension and Gratuity Law 2006 (as Amended), it is reproduced in this book for ease reference.

Kano State Pension and Gratuity Law 2006

The law was signed by the then Executive Governor, His Excellency, Malam Ibrahim Shekarau on the 17th day of October, 2006 (25th day of Ramadan, 1427 A.H.) and it was enacted by the Kano State House of Assembly. It reads:

Be it enacted by the Kano State House of Assembly as follows:

Citation and Commencement

1) This law may be cited as the Kano State Pension and Gratuity Law 2006 and shall come into operation on the 17th day of October, 2006 equivalent to 25th day of Ramadan 1427 AH

Interpretation

2) In this Law unless the context otherwise requires: "Public Interest" means that citizens of a State, Nation, City or Community.

   "Employment means an officer who is in the service of an employer" means an organization that engages the services of an employee and contributing to the scheme.

   "Gratuity" means lump sum payment of benefits by the employer to the employee on leaving the service.

“Pension” means monthly payment under the scheme to a retired civil servant after serving for fifteen years and attaining the age of fifty years.

“Indexing” means an inbuilt adjustment in Pension rate with every salary review.

“Next – of – kin” means those persons whose names are furnished by retiree as his heir (S) in his record of service for the purpose of inheriting his retirement benefits.

“Merger of Services” means combination of two or more services under scheduled organization for the purpose of continuity of service.

“Condonation” means to regard a break in service as if the break had never occurred for the purpose of continuity of service.

“Mental incapacity” means a state of unsound mind capable of rendering the officer unproductive.

“Physical Incapacity” means the state of physical disability capable of affecting negatively the output of the officer.

“Retirement benefit” means a retiree's terminal benefit of Pension and Gratuity.

“Pensionable-service” means service in an established post in public service or any approved service which qualifies an officer for payment of Pension under this law.

“Qualifying Service” means the minimum period of service an employee has to put in to qualify for the payment of Gratuity and Pension.

“Qualifying Point” means a point at which an officer qualifies for Pension and Gratuity.

“Pension Fund Trustee” means a body that is entrusted with the management of pension fund whose composition: function and duties defined in this law.

“Investment” means putting to use the contributions of the employers and the employee for the purpose of capital appreciation.

“House” means Kano State House of Assembly

“Governor” means Governor of the State (Kano).

Establishment of the Pension Scheme

3) There shall be established for the public service of Kano State a Contributory Pension Scheme (In this law referred to as "the scheme") for the payment of Pension and Gratuity to all employees in the state public service.

Application of the Pension Scheme

4) Subject to section 3 of this Law the Scheme shall apply to all Employees in the State Public Service.

Nature of the Scheme

5) The Scheme shall operate on the basis of Pay - As - you - Go.

Objective of the Scheme

6) The objectives of the scheme shall be to ensure that every person who worked in the Kano State Public Services his benefits as and when due.

Rate of Contribution

7) 1. For every fiscal year in which an officer is employed the employer and the employee shall contribute monthly to the scheme and amount equal to a minimum of 25% of the employee's total emolument, in the following:
   a. 17% by the employer, and
   b. 8% by the employee.

2. Pursuant to the provision of this section every organization classified as employer, shall remit to the fund, the amount so deducted within seven days from date of salary payment.
3. Notwithstanding the provision of this section, the Pension Fund Trustee's may in consultation with stakeholders proposed to the Governor increase or decrease in the rate of contribution subject to the approval of Kano State House Assembly.

Pension and Gratuity to be Paid out of the Contribution

8) For the purpose of contribution towards the scheme:
   a. Government contribution shall be paid out of the ;

“Public Service” means service under the Government of the state, Local Government or any scheduled or approved service.

“Resignation” means cessation (endpoint) from service by an officer who has qualified for Gratuity but not pension.

“Retirement” means cessation (endpoint) from service by any officer after qualifying for Pension and Gratuity.

“Dismissals” means a punitive removal from service as a result of misconduct.

“Death in service” means the natural Death of an officer while in service.

“Death in cause of duty” mean. Death of an officer in the performance of his official duty.

“Voluntary retirement” means the termination of an officer having attained qualifying service for Pension and Gratuity.

“Compulsory retirement” means the termination of an officer's employment by an Employer who has served for a qualifying period for Pension and Gratuity.

“Statutory retirement” means retirement from service on grounds of attainment of sixty years of age or thirty five years of service whichever is earlier.

“Survivors or designated survivor's” means those persons whose names are furnished by the officer in his record of service other than the heir as beneficiaries of his retirement benefit.

“Total Emolument” means the basic salary attached to the established post held by the officer and the following allowances where applicable;

a. rent subsidy,
b. transport allowance,
c. meal subsidy,
d. utility allowance,
e. domestic allowance,

Contributory Pension refers to a combined contribution by employer and employee for the purpose of the scheme.

The Board refers to the defunct State and Local Government Staff Pension Trustee.

Members refers to a member of the Pension Fund Trustee and includes the Chairman.

The Fund refers to pension Fund. State refers to Kano State of Nigeria.

Consolidated Revenue of the State

a. Consolidated Revenue Fund
b. Local Governments out of the Local Government Joint Account.
c. Parastatals and of their subvention or Grant; and
d. For every Employee out of his monthly Salary deducted at source.

Tax deductible expenses

9) Notwithstanding anything in any Enactment or Law, contributions by an Employee and an Employer to the scheme under the law shall form part of Tax deduction expenses in the contribution of tax payable by the Employee or Employer, as the case may be under the relevant income tax Law.

Funds of the scheme

10) There shall be paid into the fund:
    a. All contributions in designated Banks appointed by the Trustees.

b. All money or grant appropriated by the Federal or State Government or any Agency of the Government for the purpose of the fund, and
c. Such other money as may accrue to the fund from any other source.

Part II General Pension and Gratuity

Computation of Pension and Gratuity

11) Under the Law, payment of pension and gratuity to an officer retiring from the public service of Kano State and the Local Government shall be computed:
   a. On the total annual emolument of the retiree and
   b. In accordance with scheduling 1 table A of this Law.

Circumstance in which Pension and Gratuity may be Granted

12) (1) No Gratuity or Pension shall be granted under this Law to an officer except on his retirement circumstances:
   a. On statutory retirement under the provision of section 14 (1) of this Law.
   b. On voluntary retirement after qualifying service of fifteen years under the provisions of section 16 (1) of this months shall be rounded up to count as one year.

Statutory age of retirement

13) (1) Except where provided by law, every officer in the public service shall retire on attaining age of sixty years or thirty five years of service whichever, comes earlier

(2) A notice must be written and sent to the Employee three months in lieu of notice with this intentions of retirement (35 years as attaining the age of sixty years).

Overstaying in the service

14) Where an officer stays beyond the date of retirement all emoluments actually paid to him after that date shall be deducted from:
   a. His Gratuity embolic and or
   b. His Pension monthly instalment.

Death in Service

15) Where an officer died in the service his heir(s) or any person him during his life time as his survivor shall in accordance with table A. scheduled I be paid.
   a. Gratuity only if he serves for less than 10 years
   b. His Gratuity and officer's one year's emoluments as death gratuity if he serves for up to 10 years less than 15 years.
   c. Gratuity plus five years pension embolic if he qualified for Pension.

16) Dismissal from service

Where an officer is dismissed from the service subject to the recovery of public funds if any entitles.

a. His gratuity (in lien of his contributing) if he is less than ten years in service.

b. Half of his gratuity (in lieu of his contribution) if he serves up to 15 years and above.

Review of Pension

17) (1) Pension shall be indexed and computed on:
   a. Years of service; and
   b. Salary terminal, grade level and step.

(2) In pursuant to section 1 of this Law, every Pensioner shall, with the commencement of section 70 (b) be placed on the percentage earned from the computation thereof and thereafter in the event of every salary adjustment as if he had retired after the increment.

(3) Without prejudice to the provisions of section 291 (3) of the constitutional of the Federal Republic of Nigeria 1999 categories of staff entitled to a 100% of their total annual emolument as pension For 2ilh shall continue to enjoy such benefits in accordance with the subsisting rules and regulations.

Financial Provision

Running cost of the Trustee

1. The Trustee shall maintain a separate fund from which expenses will be defrayed.
2. The fund established under sub - section (1) of this section should consist of:
   a. Expenditure estimate approved by the Governor, which shall be charged on the returns of investment; and

b. Any other approved sources(s).

Estimate

The Trustees shall cause to be prepared not later than the 30th day of August each year, an estimate of its income and of expenditure for the succeeding year.

Annual Report

1. The Trustees shall not later than 6 months after the end of each year submit to the Governor and the State House of Assembly, a report on the activities and administration of the fund during the immediate preceding year and shall include in such report the annual account of the Trust Fund.
2. Without prejudice to sub - section (1) this section, the Trustees may submit such other report the Governor on matters of expediency, relating to its functions under this law as it may from time to time determine.

Power to borrow money by way of overdraft

The Trustees may, with the approved by the Governor, barrow money by way of overdraft or loan for the purpose of carrying out its functions.

Restrictions on Utilization of the Funds

Under no circumstances shall the Pension Funds managed by the Trustees be Utilized for anything other than the purpose for which it was established under this law.

Part V

Investment of Pension Fund

(58) Surplus Fund from the contributions under this Law shall be invested with the objectives of safety maintenance fair return on amount invested.

(59) Subject to guidelines to be issued by the Trustees from time to time Pension Fund and Assets shall be invested in any of the following:

a. Bonds, bills and other securities issued or granted by the Federal, State, Local Government and Central Bank of Nigeria.
b. Bunds, debentures, redeemable preference shares and other debt instruments issued by corporate entities and listed on a stock exchange registered under the investment and securities Act. 1999.
c. Bank deposits and bank securities.
d. Units sold by open end investment Funds or specialist open end investment fund listed on the Stock Exchange recognized by the investment.
e. Real Estate investment.
f. Soft loan to workers through the appropriate organs of the government for the purpose of Housing and Transport; and
g. Such other instruments as the trustees may from time to time prescribe.

(60) Investment outside Nigerian Territory

Subject to the subsisting Central Bank of Nigeria Foreign Exchange rules, the Trustees may with the approval of the Governor in Council, invest the Pension Fund assets outside the territory of the Federal Republic of Nigeria.

(61) Restrictions on Sale of Pension Fund Assets

The Trustees shall not:

a. Sell Pension Fund Assets to :
    i. Any share holder: director or affiliate of the trust:
    ii. Any employee of the department or trustees:
    iii. The spouse of any of the persons referred to in sub - paragraphs a (i - iii) above, or
b. Purchase any Pension Fund Assets, and
c. Apply Pension Fund Assets under its management by way of loans or credit or collateral for any loan taken by any person or institution.

Another Additional Restrictions on Investment Restrictions on Disbursement from the Funds

The Governor may by regulation impose other additional restrictions on the investments by the Trustees, where such additional restrictions are imposed with the object of protecting the interest of the scheme.

No disbursement shall be made from the Fund except by the authority of the Trustee.

Transitional Provision

For the purpose of Transition and without prejudice to section 1 of this Law:

a. The existing arrangement in respect of payment of Pension and Gratuity shall continue up to 31st December, 2006.
b. Pursuant to paragraph (a) of this section, any payment of Pension or Gratuity or Adjustment in the existing Pension rate along the provision of table A. Schedule of section 32 of this Law, shall commence only after the expiration of the transition period on 31st December, 2006.

Restriction on Fund Management during Transitional Period

The Management of all contributions within the transition period shall be under the Trust Fund as provided by this Law.

Legal Proceedings

Proceeding against the Trustees.

Notwithstanding any Enactment or Law of Kano State, no suit shall commence against the Trustees before the expiration of a period of 30 days after written notice of intention or commence the suit shall have been served upon the Trustees by the intending plaintiff to his agent and the notice shall clearly and explicitly state.

a. the cause of action.

b. the particulars of claims
c. the name and place of abode of the intending plaintiff: and
d. the relief sought.

Service of Notice

The notice referred to in section 72 and any summons notice or other document required or authorized to be served upon the Trustees under the provisions of this Law or any other Law may be served by delivering the same to the secretary or any Principal Officer or by sending it through a registered post addressed to the Trustees.

Miscellaneous Provisions

Repeal

Save as in herein provided the following enactments are hereby repealed:

a. Pension and Gratuity Law 1990
b. Kano State Staff Pension Board Edict 1998, and
c. Local Government Staff Pension Board Edict 1987.

Transfer of Assets to the Trustees

All Pension Boards established under the enactments repealed in this Law, Shall cease to function as Boards by the end of the transition period and all the Pension Funds or Assets being held by such Boards before the commencements of this Law shall be transferred to the Trustees.

Enactment Inconsistent with this Law.

If any other Enactment or Law relating to Pension in the State is inconsistent with this Law, this Law shall prevail.

Kano State Pension and Gratuity (Amendment No.4) Law 2023 (1444 AH.)

A law to provide for the amendment of the Kano State Pension and Gratuity Law 2006 and for matters connected therewith.

The Kano State House of Assembly Enacts as follows:

Citation and commencement

1. This Law may be cited as the Kano State Pension and Gratuity (Amendment No. 4) Law 2023 (1444 AH) and shall come into operation on the day 3rd of February, 2023 (1444AH).

2. **Amendment of the Principal Law**

   The Kano State Pension and Gratuity Law 2006 (thereafter referred to as "the principal Law" is hereby amended in the manner herein provided.

3. **Amendment of Section 2**

   Section 2 of the principal is amended by adding a now definition immediately after the last definition therein to read as follow:

   "Ethical and halal window" means in all investment windows recognized by Shari'ah.

4. **Amendment of Section 8**

   Section 8 of the principal law is emended by replacing same with a new section 8 which reads:

"8 All Pension contribution in respect of the State, Local Government and Parastatals shall be paid on the first charge through the office of Accountant General of the State.

5. Amendment 4 of Section 10

Section 10 paragraph A of the Principal Law is amended by replacing some with a new section 10 which reads.

"10 (a) All contribution in the designated Pension Fund custodian account appointed by the Pension Fund Administrators (PFAS).

6. Amendment of Section 14.

Section 14 of the Principal law is amended by:

a. Replacing the word "sixty years" or "thirty five years" with "sixty five years" or "forty years" in section 14(1) and (2) of the Principal Law.
b. By adding a new sub- section (3) to the section which reads as follow:

"(3) Notwithstanding the provisions of sub - section (1) and (2) of this section a person working in educational sectors of the state holding the position of a professor shall retire on the attainment of age of seventy years by birth".

7. Amendment of Section 40

Section 40 of the Principal law is hereby amended thus:

5) In exercising its functions under subsection (1) of this section, the trustees shall always be guided by the general intendment of these Law Principals of Accountability Transference and Public Interest.

Amendment of Section 49

Section 49 of the Principal Law is amended by substituting the same for a new section 49 to read thus:

"49. This is established for the scheme of the following departments:

a. State Pension;
b. Local Government Pension;
c. Investment and Risk Management,;
d. Planning Research & Statistics; and
e. Any other Department which is necessary for effective operations of the scheme.

Amendment of Section 58

Section 58 of the Principal Law is amended by substituting same for a new section to read:

"All contributions made pursuant to the provisions of this Law shall be invested by the Pension Funds Administrators (PFAS) on such terms and conditions as agreed between the Trustees and PFAS with the objective

of safety and maintenance of fair returns on the amount invested.

a) By adding the new paragraphs immediately after paragraph "S" of sub section (1) to read as follow:
   “t” To appoint and monitor activities of the Pension Fund Administrators on such terms and conditions as they consider appropriate and public interest;
   “u”. To appoint an actuarial firm to carry out actuarial valuation of the scheme's assets at the end of every 3 years.
   “v”. to ensure that the Annual Accounts together with a report by an independent auditor of the investments of the pension funds and quarterly financial statements by the Pension Fund Administration (PFAS) are submitted and laid before the house Assembly not later than 3 months after the close of financial year".
b) By re - naming paragraph “t” sub - section (1) to read “w”
c) By adding new subsections (2), (3), (4), and (5) immediately after subsection (1) of the section to read:

2) For efficient discharge of its functions under this Law, the Trustee shall provide operational guidelines for implementing the provision of this Law.

3) The operational guidelines shall be reviewed at least every 5 years.

4) The provision of schedule 2 to this Law shall for the time being serves as the operational guide line for the Trustee.

Appointment of Pension Fund Administration

81. (1) There shall be appointment by the Trustees for the management of scheme's Funds managers to be known as Pension Funds Administration (PFA), on such terms and conditions as may be agreed by the parties.

(2) The Pension Funds Administrators (PFAS) shall be licensed by the National Pension Commission.

(3) In appointing Pension Fund Administrators (PFAs) the Board of Trustees shall be guided by experience, transparency and ability to perform under harsh or unfavourable investment climate of the proposed managers.

(4) The Pension Fund Administrators (PFAs) shall manage and invest Fund of the scheme in any or all of the investment windows enumerated under section 59 of this Law.

82. Duties of Pension Fund Administrators (PFAs)

The calibre of people who are to serve under this, must be; diligence, professional competence and comply with all laid down procedures governing investment and in particular shall:

a. Invest and manage Pension Funds and assets in accordance with the provisions of this Law;

b. Maintain books of accounts on all transactions relating to Pension Funds and assets manage by it;
c. Provide regular information on investment strategy, market, report and investment returns and other performance indicates to the Trustees;
d. Pay retirement benefits to beneficiaries in accordance with the provisions of this Law through the Secretariat of the Trustees; and
e. Carry out any other duties as may from time to time be directed by the Trustees and National Pension Commission.

Statutory Retirement for Educational Scetor, (83)

1) Notwithstanding the provisions of section 14 of this Law an employee working in the education of sector in the state shall retire on attaining age of:
   a. 70 years, if he is a professor and
   b. 65 years of birth or 40 years of service whichever comes first if not a professor.
2) The provisions of subsection (1) of this section shall not become operational until the relevant state Laws and Regulations governing statutory retirement age from the service are reviewed in line with the provisions of this Law".

From the commencement of this Law all newly promoted officers shall contribute for at least a period of 6 months before enjoying pension on the new grade level.

Computation of transferees benefit

The computation of transferees benefits from mainstream to tertiary institutions or health sector shall be made on pro - rata basis.

Computation of benefits for Health Sector and Tertiary Institutions

The computation of benefits of employees working under the Health Sector and Tertiary Institutions shall only cover the basic salary and the following pensionable allowances:

a. Rent Subsidy,
b. Transport,
c. Meal subsidy,
d. Utility, and
e. Domestic.

Benefits of Permanent Secretaries

Where a person is appointed to the post of a Permanent Secretary and has served, he shall be entitled to his full monthly salary as his monthly Pension after leaving such post.

The Amendment of Law on Pension and Gratuity Law 2023

The Executive Governor of Kano State has been sent and received a forwarding of passed Law of Kano State Pension and Gratuity (Amendment No. 4) Law, 2023 (1444 A.H.) by the Kano State House of Assembly on 7th February, 2023. Duly signed by Abdullahi A. Bature ESQ.

Signed
Clerk/ Head of Legislative Services, on:
8th February, 2023.

Interviews with Unions

Another dynamic effort made by the Joint National Negotiation Council, Kano State in bid to know the problems of civil servants was conducting interviews with some Unions in the State.

The JNC under the leadership of Comrade Hashim A. Sale and his lieutenants developed a program and successfully conducted oral interviews with the Chairmen and Secretaries of five (5) Trade Unions.

The aims and objectives of the interview sessions are to among others, establish the achievements of the five (5) Trade Unions, and also to hear from the Chairmen and Secretaries major problems, which the Joint National Negotiation Council (JNC), Kano State could come in and help in salvaging them.

The interviews were conducted by:

1. Rabi'u Musa Sirah, the compiler of this book, Historical Back-ground of Joint National Negotiation Council, Kano State, from 1967-2025.
2. Director Umar Baba Zubairu, a student in the Post Graduate School of Bayero University, Kano, who is currently writing his thesis on this historic book.

1st Interview with NUAEE

The Executive Members of this Union, the Nigeria Agricultural and Allied Employees Union of Nigeria Kano State (NUAEE) had achieved tremendous success in terms of enhancing welfare of their members. These include:

1. Conversion and absorption of 133 staff into the main stream service from KASCO etc.
2. Gesture is given to all the members of the Union, at festivals like Ramadan Kareem and Eid-El-Kabir in cash.
3. Gesture to members on issues relating to:
   a. Health
   b. Death and
   c. Wedding of one's daughter
4. Training and re-training of members during:
   i) Raining and
   ii) Harmattan seasons.

   The training and re-training could be conducted within the country such as in Abuja and Akwa Ibom State. Sometimes, one or two members, could even travel outside of the country like to Geneva to study or undergo a training or re-training.
5. Health scheme is okay so also paying of monthly pension.
6. The Union invests heavily during the raining season.
7. Whenever there is new innovation of seeds or farming system, great help comes from the Ministry of

Agriculture by demonstrating to members how to plant and harvest successfully.

Problems/Challenges

1. Like any civil servant, salary is inadequate
2. No hazard allowance
3. No mobility to and from work
4. No owned Secretariat (we are renting)
5. No Farm Manager has a house in the 44 Local Governments. All the houses are either dilapidated or not habitable. A few of the Farm Managers houses are located at:
   a. Kadawa
   b. Danbatta Dam
   c. Rano
   d. Kude
   e. Shiye A and B
   f. Bunkure etc.
6. The worst of all this, is that at Dansoshiya village, where the land is fertile, (no need of any manure in order to plant and harvest) the farmers are mainly people from Zamfara and Kaduna. They just came and cleared the acres there, do the farming successfully, and 70% of them refuse to pay tax.
7. The up - keep for any staff for going to and is not higher than ₦20,000, which is quite meagre (poor).

Our Task (Action Plan)

1. We have, in our possession a land at Janguza, and plan is under way to develop it and have corner shops as investment.
2. We will soon start farming during the Raining Season as another form of investment.

Acknowledgement

The Nigeria Agricultural Allied Employees, Kano State remains fully in support of the Joint National Negotiation Council, Kano State (JNC) under the dynamic leadership of Comrade Hashim A. Saleh the incumbent Chairman for its tremendous and vital role in waxing us to be more stronger.

2nd Interview with the State (AUPCTRE)

AUPCTRE means Amalgamated Union of Public Corporations, Civil Service Technical and Recreational Services Employees and the interview with its officials was conducted on Tuesday, by 5:30pm at the State Secretariat of Joint National Negotiation Council, (Ummi Plaza, Zaria Road, Kano). The interviewers were the same:

1. Rabi'u Musa Sirah, and
2. Director Umar Baba Zubairu

The officials interviewed were:

1. Rabi'u Abdul - Rahman (Chairman), and
2. Attahiru Abdul - Baki (Secretary) who all stated that:

1. Much had been achieved through their Cooperative Society, made up of 4,000+ the members drawn from the following Ministries/Parastatals.
   a. Kano State Housing Cooperation,
   b. Kano State Water Board,
   c. Kano State Fire Service,
   d. Ministry of Land and Survey,
   e. Ministry of Commerce,
   f. Ministry of Health (Rehabilitation Centres)
   g. Technical Workers from the Rural Electricity Board.
2. Ramadan gesture based on the profit (RIBA) generated.

3. Provides loan e.g. if one has saved ₦50,000, he can be able to secure a Loan of ₦30,000 and pay in instalments.
4. Educational assistance to any member who is qualified for it.
5. More than 10 members benefited by graduating from State Nigeria Labour School, Kano.
6. Workshops / seminars of 1 week duration at Industrial Training Fund (ITF) were attended by eligible members. Food and drinks were served free to the beneficiaries when acquiring knowledge and skills during trainings or re-training programmes.
7. Both the training and feeding are free since they are within the capacity of the Union.
8. Some members went to Michael Imoudu Polytechnic at Abuja and Ilorin to study and obtain either certificates or Diplomas.
9. Collective bargaining / payment of Industrial hazard allowances depending on one's cadre.
10. Promotion is secured automatically but based on one's qualification.
11. Our drivers reach their terminal Grade Level 07 but when they obtain Grade III Certificate, they can reach up to Grade Level 14.
12. AWS Training School at Sharada under the Ministry of Works has promoted many of our members after acquiring skills and knowledge.
13. The Union provide loans for Computers to eligible members.

Challenges

1. There are too many casual staff at the Water Board while the permanent and pensionable are few as a result of statutory retirements.
2. There is serious lack of commitment for educational advancement among our members, which the Government contributed to due to inadequate support.
3. Houses at Tamburawa, Challawa Dam, etc. and other areas are unavailable because they are in a dilapidated condition.
4. There is inadequate hazard allowance for all technical workers in the State.
5. There is lack of training and re-training for members while the experienced staff are retiring.
6. Mobility for all AUPTRE members is zero
7. Lack of working gadgets e.g. Computers etc.
8. Lack of a conducive working environment.

Suggestions

1. Government should do all that is possible to execute most of its projects via Direct Labour by the Ministry of Works e.g. construction of roads, bridges (of any type), dams, housing estate etc. to reduce cost and make AUPTRE staff more effective and productive.
2. Government must be serious in collecting revenues at Kano Line and Muhammad Abubakar Rimi (Sabon Gari) Market and stop of casual and contract staff.

Our Success/Achievement

1. We have a permanent Secretariat that was well equipped in the year 2014 at Gyadi-Gyadi, behind the Post Office.
2. We are investing in all the 36 States and the Federal Capital, Abuja.

3rd Interview with Medical and Health Workers Union of Nigeria (MHUWN)

This is another Trade Union that emerged from Council III and it has many achievements on its side but very few challenges with the tremendous effort of the Joint Public Service Negotiation Council of Nigeria under the leadership of Comrade Hashim A. Saleh. With Allah's help, the challenges will be wiped out.

The Union is putting much efforts in terms of condition of service and specifically regarding to:

1. Allowances
2. Salary increment
3. Consolidated medical structure etc.

All these are being fought for under the umbrella of the Joint Public Negotiation Council, Kano State.

Challenges:

1. Mainly depend on workers in their daily work
2. Human resource
    a. Retirements
    b. Cheque off dues, becoming less as a result of retirements of staff numbering 300 from December, 2019 to date and no replacements.
    c. Twice & less work being conducted
    d. High volume of patients, which leads to frustration, stress and inability to control anger on patients.
    e. Migration of medical and non-medical staff from rural to urban areas.

f. No call-Doctors on duty
g. Workers turn over to overseas or other States becoming high
h. Nothing on morbidity and maternity
i. No checkmate, accountability
j. Contribution should be reviewed and strong Board members must be appointed
k. Health index is always at a setback.

Success

1. Struggled for good remuneration with Government support.
2. They have even won a car, in an organized competition.
3. 340 members attended a workshop on life after retirement bordering on farming, businesses, health etc. conducted by Professors and important dignitaries.

Immediate Needs to Improve our Health Sector

1. A good new hazard allowance.
2. A strong Committee with good people that have the right background e.g. Profs, Drs, highly experienced medical and non-medical staff to train and retrain staff in the medical line.
3. A standing committee for both public and private hospitals to check and frequently supervise our environment for a good and conducive living.

4th Interview conducted with The National Union of Printing, Publishing and Paper Product Workers (NUPPPROW)

In the course of the interview, the Chairman of NUPPPROW answered a question on the roles the Joint National Public Service Negotiating Council play in improving the welfare of civil servants in Kano State. He stated thus:

1. They canvass for salary and allowances, with additional welfare in terms of transport and accommodation.
2. Training and retraining: the Union advocates training and retraining for staff.
3. We always seek from Government the provision of mobility for urgent needs, considering the nature of the work performed by their members.
4. Succeeded in establishing Cooperative Society.
5. Held a meeting with the State House of Assembly Committee on information, and our in-puts were considered which would In sha Allah come to fruition.

Challenges

No hazard allowance for members of the Union

Needs

1. Labour leaders need to be trained and retrained on what to do but the strategies must be on bargaining.

2. Conduct of research on labour matters by Unions to get feedback from their members in various Ministries, Parastatals and Agencies.
3. The generation of funds, which must be in good hands (trustworthy civil servants).

5th Interview with the Association of Senior Civil Servants of Nigeria (ASCSN)

"What are the consequences of unimproved welfare of civil servants in Kano State?"

1. This is a demotivation from the Government side due to non-frequent monitoring of all what is going on in our working places. For the civil servants, it leads to lack of motivation from the Government.
2. There is lack of efficiency from the employees in discharging their responsibilities, and there is much tendency towards:
   a. Theft
   b. Corrupt tendencies
   c. Lack of a peaceful and conducive industrial relations environment
   d. High retirement rate of experienced and dedicated staff
   e. Serious financial constraints for the Unions, either deliberately or not.

Suggestions:

1. Government should strive to solve workers' problems.
2. Staff motivation must be boosted based on dedication and morality.
3. Government must safeguard the interest of its employees via prompt payment of salaries, yearly increment, allowances, etc.

As earlier stated, interviews were conducted with Chairmen and Secretaries of the following Trade Unions in order to enrich this book:

1. Amalgamated Union of Public Corporations, Civil Service Technical and Recreational Services Employees (AUPCTRE) – Council III.
2. Agricultural and Allied Employees Union of Nigeria (AAEUN) – Council III.
3. National Union of Printing, Publishing and Paper Products Workers (NUPPPPROW) – Council III
4. Medical Health Workers Union of Nigeria (MHWUN) – Council III,
5. Association of Senior Civil Servants of Nigeria (ASCSN) – Council I

These five Trade Unions, under their distinguished leaders formally stated their successes and challenges highlighting that they remained most proud with the Kano State Joint Public Service Negotiation Council of Nigeria under its vibrant leader Comrade Hashim A. Saleh, whom they termed to be a role model.

Interview conducted with the Chairman of JNC, Kano State of Nigeria Comrade Hashim A. Saleh

Comrade Hashim A. Saleh shed more light on his achievements and approaches that enabled him to always be proud with all the eight Trade Unions, the Nigeria Union of Pensioners and TUC on the common understanding existing amongst all of them.

The dynamic and vibrant Comrade specifically spoke on the:

1. Roles played by JNC in improving the welfare of civil servants in Kano State.
2. Factors that hinder the JPSNC from discharging its core mandate of improving the welfare of civil servants in Kano State.
3. Consequences of unimproved welfare of civil servants in Kano State.
4. How the challenges can be mitigated.

Roles Played in Improving the Welfare of Civil Servants

1. Wage or salary is a right not a privilege. Therefore, much is being done in seeing that whenever there is a new salary structure, Kano State civil servants are among the first two or the first to enjoy it in Nigeria.
2. Kano State civil servants must have good conditions of service (welfare) plus additional motivation in terms of annual leave, sick leave, casual leave, foreign trips etc., in order to boost their morale and to become more effective as well as productive for State and nation building.
3. Allowances such as health, hazard, transport, housing, shifting, call-duty, annual increment, leave-grant, domestic and international, legal research, library, etc. are to be provided by Government along with basic salary and based on status of each employee.

Government never have dialogue nor face the civil servants directly, but only listen to the Unions and that the JNC always stands firm in defending the interests of their members. Therefore, JNC fills the gap at any in-house meeting.

4. On the issue of housing, JNC played a vital role during Malam Ibrahim Shekarau's administration when his Government started the provision of Houses at Kura and Ungogo Local Governments as result of which some were allocated to civil servants.
5. On pension and gratuity, the JNC's role is beyond any doubt since Late Maishanu's tenure as JNC Chairman. This struggle and others led to how the Law of Pension and Gratuity came into being in 2006. Based on it, the employer contributes 17% and employees 8% that made it 25%. Within six months of this, much funds were generated.
6. Still on welfare, the JNC will commence generating some percentage from the civil servants' salary to enable them possess houses under the "Renewed Hope" of Tinubu's Housing Scheme.
7. The JNC succeeded in making any civil servant that had enjoyed a new salary structure for two months or more to receive his pension and gratuity based on the enjoyed salary unlike in the past.
8. JNC had ameliorated the suffering of civil servants during screening exercises right from the year 2011.

Factors that Hinder JPSNC from Discharging its Core Mandate of Improving the welfare of Civil Servants in Kano State

1. Many qualified and experienced civil servants are retiring and room for employment or replacement is stagnant.
2. There was improper on non-remittance by some boards and government parastatals of the 8% deducted from the civil servants monthly salary to the Pension Fund Trustees.
3. Failure by the Government in paying some allowances e.g. hazard, disturbance etc.

Consequences of Unimproved Welfare of Civil Servants in Kano State

1. Civil Servants may lose interest in discharging their responsibilities.
2. May create room for indiscipline on the part of the civil servants.
3. May create room for theft, breach of trust etc.
4. May create an unacceptable atmosphere due to non-replacement of those that have retired for a reason (age ground, insufficient health, dismissal, etc.).

How these challenges can be Mitigated

1. Massive employment to fill the gaps left by those that retired.

2. Government must continue to motivate, encourage, and support its workers irrespective of status.
3. Government must always be “for the People and by the People”.
4. Direct labour on all Government projects must be given priority, as it will make civil servants in our Ministries, Parastatals, etc. have work to do so as to avoid idleness (inactivity).
5. Government must work hand in hand with Unions as this will bring sanity, peace, harmony, tolerance, and commitment to duty.
6. Government should set up a powerful committee under the Chairmanship of JNC, with members from NLC, TUC, and government representatives to find out and solve all the problems that are hindering the welfare of employees.

A General Assessment on the Leadership Style of Comrade Hashim A. Saleh and the Instrumentality of JNC of Today by Rabi'u Musa Sirah

It is one of the most dynamic Unions in Kano State as it has been salvaging most of the problems of civil servants through dialogue. This is why JNC has become an umbrella that covers all Unions and continuously strive in resolving the challenges they face.

The present JNC believes in dialogue than confronting the Government on the rights and demands of the teeming civil servants in the State, which is a great credit to its leadership.

JNC succeeded in having an implementation of ₦30,000.00

Minimum Wage

Minimum Wage in the State Civil Service – Consolidated Public Service Salary Structure (CONPSS).

The Circular with Ref: HCS/GEN/291/T/169 dated 1st January, 2020

And

It was signed by: Muhammad Tukur Jalal,

Director Establishment for Head of Service

The Circular

Implementation of ₦30,000.00 Minimum Wage in the State Civil Service – Consolidated Public Service Salary Structure (CONPSS)

1. Is sequel to the agreement reached between the Government and the State Chapter of the Joint Public Service Negotiation Council on the consequential adjustment of salaries of employees of the State Civil Service, His Excellency the Executive Governor of Kano State, Alhaji (Dr.) Abdullahi Umar Ganduje, OFR, has approved the following:
    1. Conversion of the Harmonized Public Salary Structure (CONHESS) to Consolidated Public Service Salary Structure (CONPSS)
    2. Upward review of the staff salary under the structure (CONPSS) with effect from the month of April, 2019.
    3. Payment with the revised salary package to commence from December, 2019 salary.
    4. Settlement of the 8 months (April to November 2019) salary arrears on instalment basis.

2. While the new salary table is attached here-with, all MDAs are enjoined to give the circular the widest publicity, attention and necessary compliance it deserves, please.

2.1. Another Memorandum of Understanding Reached by the Committee on Consequential Adjustments on Salaries

Arising from the National Minimum Wage (Amendment) Act, 2024.

The Head of the Civil Service of the Federation on Friday, 13th September, 2024 inaugurated the Committee on Consequential Adjustments on Salaries arising from the National Minimum Wage (Amendment) Act, 2024 to negotiate the consequential adjustments in salaries arising from the implementation of National Minimum Wage (Amendment) Act, 2024.

2. The Committee comprised of the following members:

Federal Government Side

1. Mrs. Didi Esther Walson-Jack, OON, mni, HCSF – Chairperson

i)	Ekpo Nta, Esq.	Chairman/CEO, NSITF	Member
ii)	Ismaila Abubakar	Permanent Secretary, FML&E	Member
iii)	Dr. Nnamdi Mbaeri	Permanent Secretary, GSO, OSGF	Member
iv)	Lydia S. Jafiya, mni	Permanent Secretary, FMF	Member
v)	Dr. Comfort Adeosun	DOPS (Shop) OHCSF	Member
vi)	Lucky Ikharo Uhunmwagho	Secretary, NMSC	Member
vii)	Akinwumi Aina	Director (Admin) Rep for FISC	Member
viii)	Lasekan O. Modupeola	Director Exp. Rep. Dir. General BOF	Member

Trade Union Side (JPSNC)

i)	Com. Benjamin Anthony	Chairperson (TUS)	JPSNC
ii)	Com. Shehu Mohammad	National President	ASCNLS
iii)	Com. Kabiru A.S. Minjibir	National President	MHWUN
iv)	Com. Oluwole S. Adeleye	National President	NCSH

v)	Com. Micheal E. Nnachi	National President	NANNM
vi)	Com. Roselyn Uba-Anarah	National Treasurer	JPSNC
vii)	Com. Sikiru Waheed	General Secretary	AUPCTRE
viii)	Com. Olawoyi Gbenga	Ag. National Secretary	JPSNC

3. The committee held four meetings and considered all presentations by the Federal Government, Trade Union sides. It also considered the economic situation and ability of the Federal Government to pay and sustain any consequential adjustment in salaries arising from the implementation of the National Minimum Wage (Amendment Act, 2024) as well as the effect on other employers.

Consequently, the committee agreed as follows:

(i) That the consequential adjustments increase arising from the implementation of the National Minimum Wage (Amendment) Act, 2024 should be as follows:

CONPSS 01 – 06	80.81% – 64.73%
CONPSS 07 – 14	45.59% – 19.35%
CONPSS 15 – 17	14.35% – 4.41%

(ii) That the NSIW will generate the appropriate salary templates for other consolidated salary structures for implementation;

(iii) That the effective date of the implementation should be 29th July, 2024;

(iv) That the payment of the wage award issued vide NSIWC Circular SWC.04/T/33 dated 19th October, 2023 should continue to be paid until 28th July, 2024;

(v) That the Federal Government should take appropriate measures to alleviate to the plight of Federal Workers as a result of the recent increase in PMS, including the consideration of tax wavers and other incentives; and

(vi) That the NSIWC in collaboration with other stakeholders should commence monitoring of the implementation in line with the provisions of the Act.

Duly Signed by
Mrs. Didi Esther Walson – Jack, OON, mni
Chairperson.

Signatories from Government Side:

- Ekpo Nta, Esq., Chairman/CEO, NSIWC
- Lydia S. Jafiya, mni, Permanent Secretary, FMF
- Akinwumi Akin, Director (Admin), Rep. Secretary, EJSC
- Lucky Ikharo Uankhelu, Secretary, NASC

Signatories from Trade Union Side:

- Com. Benjamin Anthony, Chairperson (TUS), JNPSNC
- Com. Oluseyo Gbenga, Ag. National Secretary, JNPSNC
- Com. Roselyn Uba-Amarah, National Treasurer, JNPSNC
- Com. Kabiru A.S. Minjibir, National President, MHWUN

Dated and Signed:

20th September, 2024

AGREEMENT ON IMPLEMENTATION OF NEW NATIONAL MINIMUM WAGE

Between Kano State Government

And

Organized Labour Union

Under the umbrella of Joint Negotiation Council

Date: 28th October, 2024

This agreement is made this day, 28th of October, 2024

Between:

Kano State Government (herein referred to as The Government)

And

Organized Labour Unions (herein referred to as the Labour Representatives)

Whereas:

Consequent upon the approval of ₦70,000.00 (Seventy Thousand Naira) as the new minimum wage 2024, which was signed into law by the President of the Federal Republic of Nigeria in September, 2024.

Whereas:

This agreement embodies the mutual understanding and commitment of both parties to implement the said New National Minimum Wage and supersedes any prior

agreements, memorandum of understanding, engagements, or representations by both parties.

NOW, THE PARTIES HEREBY AGREE AS FOLLOWS:

1. **The Kano State Government:**
   a. In reaffirmation of its commitment to the welfare of Civil Servants has agreed to implement the New Minimum Wage, setting the Minimum Wage for all Civil Servants in Kano State at N71,000.00 (Seventy-One Thousand Naira only) effective from November, 2024;
   b. Providing opportunities for professional development and training; and
   c. Sustaining regular engagement with the organised labour to address concerns that may arise.
2. **The Organised Labour**

   The organised labour in reciprocation are committed to enhancing productivity within the workforce; this include but not limited to:
   a. Encouraging Civil Servants to maintain high standard of professionalism and dedication of their duties;
   b. Collaborating with the Kano State Government to implement initiatives aimed at improving efficiency and service delivery;
   c. Sustaining the existing harmony for continuous industrial relations; and

d. Ensuring full observance of Oath of Secrecy that include among others:
   i) Confidentiality ;
   ii) Unauthorised disclosure official information;
   iii) Obstruction or copying of official documents;
   iv) Removal of public records.

3. Settlement of disputes

The parties of this agreement shall explore means of amicable settlements of disputes in the event of any.

4. Signatories

This agreement is executed by the authorised representatives of both parties on the date first written above.

For, Kano State Government.

Name: Abdullahi Musa
Designation: Head of Service
Date: 28 – 10 – 2025

In the presence of:
Name: Comrade Baffa Sani Gaya
Designation: Special Assistance (S.A.) Labour
Date: 28 – 10 – 2025

Name: Umar Muhammad
Designation: Permanent Secretary
Date: 28 – 10 – 2025

In the presence of:

Name:	Comrade Tajuddeen Baba
Designation:	JNC Treasurer
Date:	28 – 10 – 2025

Name:	Nura Muhammad Haruna
Designation:	Asst. Secretary (JNC)
Date:	28 – 10 – 2025

LABOUR ACT

An Act to repeal and replace the Labour Code Act and Consideration the law relating to Labour

(1974 No. 21)

1st August, 1971 (Commencement)

Deduction

The Union dues is among the statutory deductions such as tax, pension, and health.

1. Upon the registration and recognition of any of the trade unions specified in Part A. Scheduled 3 to the Trade Union Act, the employer shall:
   a. Make deduction from the wages of all workers eligible to be members of the Union for the purpose of paying contribution to the trade union so recognised; and
   b. Pay any sum so deducted to the Union, but a worker may contract out of the system in writing and where he has in respect of contributions shall be made from his wages in respect if contributions mentioned in paragraph (a) of this section

Union Dues Act

Union dues in Nigeria are governed by the Trade Union Act, this Act specifies how union membership, dues and related matters are to be handled.

Specifically, it addresses the deduction of Union dues from wages, as well as the use of trade unions funds. The Act also outlines the types of trade unions and the obligations of their members and officials. Here's a detailed breakdown;

Key provision of the Trade Unions Act:

Union Membership in a trade union is compulsory not voluntary

Due deductions: the Act permits deductions from wages for unions dues

Use of Funds: the Act prohibits the application of Trade Union funds for political purposes and specifies certain types of proceedings for which union funds cannot be used.

Types of Unions: The Act recognises various types of trade unions including those convicted of certain offences

Federations: The Act addresses the relationship between Trade Unions and Federations of Trade Unions and the payment of dues to the Federation

Additional Information: Union dues are typically set as a percentage of members' income and are often tax deductible.

Being a union member can bring benefits such as; higher wages extended health benefits and job security.

Membership of Unions by Trading or Employment in Accordance of Trade Unions is Automatic.

I therefore, referred to you to different judgements delivered by Industrial court judges.

Industrial Court in *Nigeria Civil Service Union v. Association of Senior Civil Servants of Nigeria*.

There had been an inter-union dispute between the appellant and the respondent unions over which of them was entitled to unionize civil servants on salary grade 07 and above. The industrial arbitration panel decided that it was the respondent. Aggrieved by the award, the appellant proceeded to the National Industrial Court. One of the points hotly contested was whether the right granted to Nigerians to "belong to any... trade union" was absolute or restricted.

The court held:

> "...[T]he right of freedom of association and other rights guaranteed under sections 34 to 38 of the 1979 Constitution are qualified and not absolute rights. Thus the right to associate with other persons to form a trade union must be within the limits by the Trade Unions Act.... The freedom of association of each worker is, therefore, limited to their respective union or association as the case may be. For instance, a baker cannot insist on belonging to the union of

carpenters. It must be a union which by training or qualification he has a right to join as member."

APPENDICES

APPENDIX I

Based on the foregoing analysis, it is clear that Nigeria has been approaching workers' participation or involvement in management through convective agreements us in collective bargaining. And from the information obtained from the workers and managers by means of the questioners, we conclude that the major objectives and preceded value of workers' participation in management are achieved to a good extent in the enterprises studied during this research. In Nigeria no systematic efforts have been made by government pay se to introduce workers' participation in management. However, the principles and values of workers' participation are being approached through collective bargaining though a large number of the people are not convinced of the existence of any form of workers' participation in the country.

QUESTIONNAIRE ON: The Origin of Union dues as the statutorily from the Workers Salary to the Trade Union Federation.

Ql. Has the Union Side, has any benefit, on union dues?

☐ Yes ☐ No ☐ None of the above

Q2. Is the union dues serving the welfare of the workers?

☐ Yes ☐ No ☐ None of the above

Q3. Who authorize the deduction of the Union dues?

☐ Union side ☐ Government Side ☐ Civil Servant

Q4. Is there any law that approved the deduction of Union dues?

☐ Yes ☐ No ☐ None of the above

Q5. How much amount is deducted from the union dues?

☐ Depend on GL ☐ Depend on Qualification ☐ Any how

Q6.Do the union side stand firm on the welfare of its workers, in terms of – teaming Promotion etc.?

☐ Yes ☐ No ☐ None of the above

Q7. Do you think that any implementation of decision is:

a) a management function

b) a joint function between Management and Unions

c) Mainly the workers function?

a. ☐ b. ☐ c. ☐

Q8. The union side, had now take a stand of more of dialogue than Confrontation. Is this a development?

☐ Yes ☐ No ☐ None of the above

Q9. Are you aware of any assistance rendered to workers by the union sides In regards to welfare?

☐	☐	☐
Yes	No	None of the above

Q10. Has the union side ever take a legal action on any workers being maltreated by the government.

☐	☐	☐
Yes	No	None of the above

Q11. Who has the access of having a dialogue with the government in regards to civil servants right?

☐	☐	☐
Workers	Union side	Citizens

Q12. Do the government side listen to the individual or workers complain?

☐	☐	☐
They are not Recognize	They are not recognise as union side	They are on their own voice

Q13. Have you ever benefitted with the Union side in term of Health Scheme, Retreat, Promotion etc.?

☐	☐	☐
Yes	No	None of the above

Q14. Can the workers survive alone without union side?

☐	☐	☐
Yes	No	None of the above

Q15. Should the government impose deduction of workers salaries for State Housing Scheme?

☐ Yes ☐ No ☐ None of the above

Q16. Do you think that the worker's representatives participate sufficiently on matters relating to your department?

☐ Yes ☐ No ☐ None of the above

Q17. Do you think that workers representative should participate in all Decisions - making?

☐ Yes ☐ No ☐ None of the above

Q18. Would you advocate a trade union participation in management as Workers do?

☐ Yes ☐ No ☐ None of the above

Q19. Is there any area of management you would like to be reserved exclusively for management?

☐ Yes ☐ No ☐ None of the above

Q20. What is your suggestions to union in regards to the workers progress or needs?

_____

_____

_____

APPENDIX II

LABOUR ACT

An Act to repeal and replace the Labour Colde Act and consolidate the Law relating to labour

[1974 No. 21.]

[1st August, 1971] [Commencement.]

DEDUCTION

The union dues is among the statutory deductions such as tax, pension and health.

(1) Upon the registration and recognition of any of the trade unions specified in Part A of Schedule 3 to the Trade Union Act, the employer shall-

(a) Make deduction from the wages of all workers eligible to be members of the union for the purpose of paying contributions to the trade union so recognized; and

(b) Pay any sum so deducted to the union, but a worker may contract out of the system in writing and where he has done so, no deductions shall be made from his wages in respect of contributions mentioned in paragraph (a) of this section.

UNION DUES ACT

Union dues in Nigeria are governed by the Trade Union Act. This Act specifies how union membership, dues, and related matters are to be handled. Specifically, it addresses the deduction of union dues from wages, as well as the use of trade union funds. The Act also outlines the types of trade unions and the obligations of their members and officials. Here's a more detailed breakdown;

Key Provisions of the Trade Unions Act.

Union Membership:- The Act states that membership in a trade union is compulsory not voluntary.

Dues Deduction.- The Act permits deductions from wages for union dues.
Use of Funds.- The Act prohibits the application of trade union funds for political purposes and specifies certain types of proceedings for which union funds cannot be used.
Types of Unions.- The Act recognizes various types of trade unions, including those representing workers in a single employer, craft unions, and industry – wide unions, according to Homework.Study.com.
Restrictions.- The Act also places restrictions on who can be an official of a trade union, including those convicted of certain offenses.
Federations.- The Act addresses the relationship between trade unions and federations of trade unions, and the payment of dues to the federation.
Additional Information.- Union dues are typically set as a percentage of members' income, and are often tax-deductible.
Being a union member can bring benefits such as higher wages, extended health benefits, and job security.

In another development, according to the Labour Law 2004 and Relevance Laws, both National and International which have mandated the payment of check off dues by all categories of workers both public and private to their respective unions by their employers. The section 16A of the Principal Act a New Section, subsection (a) say that Upon the registration and recognition of any of the trade unions specified in the Third schedule to the Act an employer shall,- make deduction from the wages of every worker who is a member of any of the trade unions for the purpose of paying contribution to the trade union so registered; and such deductions shall be remitted to this registered office of the trade union within a reasonable period or such period as may be prescribed from time to time by the Registrar. Section 16A also clearly stated that and made it obligatory for employers to " make deductions" of union dues" from the wages of every worker who is eligible to ne a member. The provisions of section 40 of the Nigerian Constitution which expressly

guarantees to the citizen the right to "association with other persons" and particular to form and belong to any trade union for the protection of his interest" which section 12(2) of the Trade Union Act makes it a criminal offence for anyone to refuse "a person who is otherwise eligible for membership of a union" on any discriminatory ground. The section (5)2 of the Labour Act of Nigerian Labour Law Fourth Edition 2008 which says that deduction will be made by the approval of the state authorities. The Trade Union Act section 12(3) of the Principal Act a new subsection (4) say no any worker should be victimized for join the union as a member. To note that; Section 30 of the Principal Act subsection (7) say that Any person, trade union or employer who contravenes any of the provisions of this section commits an offence and is liable on conviction to a fine of N10,000 or six months imprisonment or to both the fine and imprisonment.

APPENDIX III

KANO STATE GOVERNMENT

OFFICE OF THE HEAD OF CIVIL SERVICE, KANO STATE

AGREEMENT ON IMPLEMENTATION OF NEW NATIONAL MINIMUM WAGE

BETWEEN

KANO STATE GOVERNMENT

AND

ORGANIZED LABOUR UNION
(UNDER THE UMBRELLA OF JOINT NEGOTIATION COUNCIL)

28th OCTOBER, 2024

This Agreement is made this day 28th of October, 2024

BETWEEN

Kano State Government (herein referred to as The Government)

And

Organized Labour Unions (Herein referred to as the Labour Representatives)

WHEREAS:

Consequent upon the approval of N70,000.00 (Seventy Thousand Naira) as the New National Minimum Wage 2024, that was signed into Law by the President of the Federal Republic of Nigeria in September, 2024.

WHEREAS:

This agreement embodies a mutual understanding and commitment of both parties to implementing the said New National Minimum Wage and supersedes any prior Agreements, Memorandum of Understanding, engagements and representations for both parties.

NOW THE PARTIES HEREBY AGREE AS FOLLOWS:

1. The KANO STATE GOVERNMENT

   a. in reaffirmation of its commitments to the welfare of Civil Servants has agreed to Implement the New National Minimum Wage, setting the minimum wage for all civil servants in Kano State at N71,000.00(Seventy-One Thousand Naira Only) effective November 1, 2024;
   b. Providing opportunities for professional development and training, and;
   c. Sustaining regular engagement with the Organized Labour to address concerns that may arise.

2. THE ORGANIZED LABOUR

The Organized Labour In reciprocation are committed to enhancing productivity within the workforce. This includes but not limited to:

a. Encouraging Civil Servants to maintain high standards of professionalism and dedication to their duties;
b. Collaborating with the Kano State Government to implement initiatives aimed at improving efficiency and service delivery;
c. Sustaining the existing harmony for continuous industrial relations, and;
d. Ensuring full observance of Oath of Secrecy that include among others:

   i. Confidentiality;
   ii. Unauthorized Disclosure of Official Information;
   iii. Obstruction or Copying of official Documents;
   iv. Removal of Public Records.

3. SETTLEMENT OF DISPUTES

The Parties to this Agreement shall explore means of amicable settlement of disputes in the event of any.

4. SIGNATORIES

This Agreement is executed by the authorized representatives of both parties on the date first written above.

For Kano State Government

Name Abdullahi Musa
Designation Head of Service Kano State
Date 28 - 10 - 2024

In the presence of:

Name Comrade Ibrahim Sani Gayo
Designation S.A. Labour
Date 24/10/2024

Name Umar Muhammad Jalo
Designation Permanent Secretary
Date 28th October 2024

For Organized Labour Union:

Name COM BOBIRI ALIYU A
Designation NLC CHAIRMAN
Date 28th October 2024

In the presence of:

Name [illegible]
Designation [illegible]
Date 28/10/2024

Name Nura Mohd Hamma
Designation Asst. Secretary
Date 28-10-2024

3

APPENDIX IV

MEMORANDUM OF UNDERSTANDING REACHED BY THE COMMITTEE ON CONSEQUENTIAL ADJUSTMENTS IN SALARIES ARISING FROM THE NATIONAL MINIMUM WAGE (AMENDMENT) ACT, 2024

1. The Head of the Civil Service of the Federation on Friday, 13th September 2024 inaugurated the Committee on Consequential Adjustments in Salaries arising from the National Minimum Wage (Amendment) Act, 2024 to negotiate the consequential adjustments in salaries arising from the implementation of the National Minimum Wage (Amendment) Act, 2024.

2. The Committee comprised of the following members:

(i)	Mrs. Didi Esther Walson-Jack, OON, mni, HCSF	-	Chairperson

Federal Government Side

(i)	Ekpo Nta, Esq.	- Chairman/CEO, NSIWC	-	Member
(ii)	Ismaila Abubakar	- Permanent Secretary, FML &E	-	Member
(iii)	Dr. Nnamdi Mbaeri-	Permanent Secretary, GSO, OSGF	-	Member
(iv)	Lydia S. Jafiya, mni-	Permanent Secretary, FMF	-	Member
(v)	Dr. Comfort Adeosun-	DOOPS (SWO), OHCSF	-	Member
(vi)	Lucky Bharo Ufuokichi	- Secretary, NASC	-	Member
(vii)	Akinwumi Aina	- Director (Admin.), Rep Secretary, FISC	-	Member
(viii)	Laschan O. Modupeola-	Director, Exp. Rep. Director-General, BOF	-	Member

TRADE UNION SIDE - JNPSNC

(i)	Com. Benjamin Anthony	- Chairperson (TUS)	-	JNPSNC
(ii)	Com. Shehu Mohammed	- National President	-	ASCSN
(iii)	Com. Kabiru A. S. Miajibir	- National President	-	MHWUN
(iv)	Com. Olawole S. Adeleye	- National President	-	NCSU
(v)	Com. Michael E. Nnachi	- National President	-	NANNM
(vi)	Com. Roselyn Uba-Anareh	- National Treasurer	-	JNPSNC
(vii)	Com. Sikiru Waheed	- General Secretary	-	AUPCTRE
(viii)	Com. Olowoyo Gbenga	- Ag. National Secretary	-	JNPSNC

3. The Committee held four meetings and considered all presentations by the Federal Government and Trade Union Sides. It also considered the economic situation and ability of the Federal Government to pay and sustain any consequential adjustment in salaries arising from the implementation of the National Minimum Wage (Amendment) Act, 2024 as well as the effect on other employers.

Consequently, the Committee agreed as follows:

(i) that the consequential adjustments increase arising from the implementation of the National Minimum Wage (Amendment) Act, 2024 should be as follows:

CONPSS 01-06 - 80.81% - 64.73%

CONPSS 07-14 - 45.59% - 19.35%

CONPSS 15-17 - 14.35% - 4.41%;

(ii) that the NSIWC will generate the appropriate salary templates for other consolidated salary structures for implementation;

(iii) that the effective date of the implementation should be 29th July 2024;

(iv) that the payment of the wage award issued vide NSIWC Circular SWC.04/T/33 dated 19th October 2023 should continue to be paid until 28th July 2024;

(v) that the Federal Government should take appropriate measures to alleviate the plight of Federal workers as a result of the recent increase in PMS, including the consideration of tax waivers and other incentives; and

(vi) that the NSIWC in collaboration with other stakeholders should commence monitoring of the implementation in line with the provisions of the Act.

Mrs. Didi Esther Walson-Jack, OON, mni

Chairperson

Government Side

Ekpo Nta, Esq. Chairman/CEO, NSIWC.....

Lydia S. Jafiya, mni, Permanent Secretary, FMF.....

Akinwumi Aina, Director (Admin) Rep. Secretary, FJSC.....

Lucky Ikharo Uankhehi - Secretary, NASC.....

Trade Union Side

Com. Benjamin Anthony, Chairperson (TUS), JNPSNC.....

Com. Olowoyo Gbenga, Ag. National Secretary, JNPSNC.....

Com. Roselyn Uba-Anarah, National Treasurer-JNPSNC.....

Com. Kabiru A. S. Minjibir, National President, MHWUN.....

This 20th day of September 2024

APPENDIX V

THE PRESIDENCY
NATIONAL SALARIES, INCOMES AND WAGES COMMISSION
OFFICE OF THE EXECUTIVE CHAIRMAN
Wing B, 3rd Floor, Federal Secretariat Complex, Phase 1,
Shehu Shagari Way, P. M. B. 346, Garki - Abuja.
08118056258, 08107365689
chairman@nsiwc.gov.ng; www.nsiwc.gov.ng

CIRCULAR

SWC.04/T/195 *23rd September 2024*

Chief of Staff to the President
Deputy Chief of Staff to the President, Office of the Vice President
Principal Secretary to the President
Honourable Ministers/Ministers of State
Secretary to the Government of the Federation
Head of the Civil Service of the Federation
Chairman, Federal Commissions
National Security Adviser
Economic Adviser to the President
Special Advisers/Senior Special Assistants
Chief of Defence Staff/Service Chiefs/Inspector-General of Police
Governor, Central Bank of Nigeria
Federal Permanent Secretaries
Clerk of the National Assembly
Chief Registrar, Supreme Court of Nigeria
Secretary, National Judicial Council
Secretary, Federal Judicial Services Commission
Directors-General and Chief Executives of Parastatals,
Agencies and Governments-Owned Companies
Auditor-General for the Federation
Accountant-General of the Federation
Director-General, Budget Office of the Federation

Continuation

IMPLEMENTATION OF THE NEW NATIONAL MINIMUM WAGE IN THE FEDERAL PUBLIC SERVICE: THE CONSOLIDATED UNIVERSITIES ACADEMIC SALARY STRUCTURE (CONUASS)

Consequent upon the enactment of the National Minimum Wage (Amendment) Act 2024, the President of the Federal Republic of Nigeria has approved the revision of the Consolidated Universities Academic Salary Structure (CONUASS) with effect from the 29th July 2024.

2. The new salary table is attached herewith.

3. Enquiries relating to this circular should be directed to the Commission.

Ekpo U. O. Nta, *Esq.*
Chairman/CEO

CONSOLIDATED UNIVERSITIES ACADEMIC SALARY STRUCTURE (CONUASS)

PER ANNUM

Effective Date: 29th July 2024

CONUASS	1	2	3	4	5	6	7	8	9	10	11	12	13
	N	N	N	N	N	N	N	N	N	N	N	N	N
01	2327557	2381030	2434503	2487976	2541449	2594922							
02	2599713	2662647	2725585	2788522	2851458	2914395	2977331	3040268					
03	2887448	2955832	3024217	3092601	3160986	3229370	3297754	3366138					
04	3511653	3621130	3730607	3840086	3949564	4059041	4168520	4277998	4387475				
05	4765058	4922061	5079063	5236065	5393068	5550070	5707072	5864074	6021077	6178079	6335081	6492084	6649086
06	5699772	5889545	6079318	6269091	6458863	6648636	6838409	7028182	7217955	7407729			
07	7328847	7567495	7806145	8044794	8283441	8522091	8760742	8999393	9238040	9476689			
Librarian	9476689												

APPENDIX VI

OFFICE OF THE
HEAD OF CIVIL SERVICE, KANO STATE

Audu Bako Secretariat, Zaria Road,
P.M.B 3041, Kano.
Email: kanoconstate@gmail.com

ESTABLISHMENT
DIRECTORATE
☎: (H.O.C.S) 08127065580,
☎: (Perm. Sec.) 08127065634
Website: www.kano.gov.ng/ohcs

Ref: HCS/GEN/219/T.I/69

Date: 1st January, 2020

The Chief of Staff,
Government House.
The Permanent Secretary,
Deputy Governor's Office.
The Secretary to the State Government,
Cabinet Office.
All Honorable Commissioners.
All Special Advisers.
All Permanent Secretaries.
The Chairman,
Civil Service Commission.
The Clerk / Permanent Secretary,
Kano State House of Assembly.
The Chief Registrars,
High Court and Shari' a Court of Appeal.
Auditors General,
State and Local Government.
All Executive Chairmen of Boards and Commissions.
All Chief Executives, Heads of Parastatals / Extra-Ministerial Departments & State Owned Companies.
The Registrars,
State Owned Tertiary Institutions.

IMPLEMENTATION OF ₦30,600.00 MINIMUM WAGE IN THE STATE CIVIL SERVICE: CONSOLIDATED PUBLIC SERVICE SALARY STRUCTURE (CONPSSS)

Sequel to the agreement reached between the Government and the State Chapter of the Joint Public Service Negotiating Council on the consequential adjustments of salaries of employees in the State Civil Service, His Excellency the Executive Governor Dr. Abdullahi Umar Ganduje OFR, has approved as follows:

i. Conversion of the Harmonized Public Service Salary Structure (HAPSSS) into Consolidated Public Service Salary Structure (CONPSSS)

ii. Upward review of the staff salary under this structure (CONPSSS) with effect from the Month of April, 2019;

PTO

iii. Payment with the revised salary package to commence from December, 2019 salary;

iv. Settlement of the 8months (April to November 2019) salary arrears on instalment basis.

2. While the new salary table is attached herewith, all MDAs are enjoined to give this Circular the widest publicity, attention and necessary compliance it deserves, please.

Muhammad Tukur Jalal,
Director Establishment,
For: Head of Civil Service.

OFFICE OF THE HEAD OF CIVIL SERVICE

CONSOLIDATE PUBLIC SERVICE SALARY STRUCTURE (CONPSSS) - DECEMBER 2019

GRADE LEVEL	1 ₦	2 ₦	3 ₦	4 ₦	5 ₦	6 ₦	7 ₦	8 ₦	9 ₦	10 ₦	11 ₦	12 ₦	13 ₦	14 ₦	15 ₦	Index Point
01	30,060.00	30,057.17	31,534.35	33,081.83	32,636.77	32,955.98	33,483.13	33,670.24	34,127.43	34,934.72	35,271.93	33,759.03	36,306.36	36,973.44	37,744.08	467.93
02	30,647.84	31,059.72	32,166.33	32,790.23	33,301.19	34,001.84	34,812.85	35,235.55	35,644.23	36,446.19	37,065.03	37,686.71	38,377.66	39,089.23	39,722.19	492.77
03	31,248.04	31,660.91	32,798.67	33,457.40	34,043.17	34,856.84	35,743.77	36,188.54	37,201.30	38,022.15	38,793.43	39,603.67	40,354.58	41,092.77	41,730.63	520.77
04	32,230.68	33,184.68	34,238.90	34,988.67	35,606.58	36,662.78	37,764.74	38,660.68	39,799.03	40,410.54	41,312.81	42,214.40	43,115.40	44,016.34	44,917.34	561.54
05	33,308.11	34,417.68	35,448.09	36,513.62	38,501.05	40,406.82	41,815.30	42,705.69	43,705.81	44,804.37	45,845.04	46,886.87	47,928.84	48,970.71	50,012.68	1,047.97
06	35,274.94	37,481.84	38,606.08	39,665.08	41,780.02	41,910.04	43,037.07	44,164.09	45,291.12	46,418.16	47,545.17	48,672.20	49,799.22	50,926.25	52,053.26	1,177.61
07	41,766.39	43,213.84	44,678.69	46,106.33	47,552.80	48,999.48	50,446.12	51,892.72	53,339.34	54,786.00	56,232.64	57,679.29	59,125.93	60,572.58	62,019.22	1,446.61
08	48,084.13	50,004.08	51,923.97	53,303.93	54,772.17	56,343.89	57,913.61	59,483.33	61,053.45	62,623.27	64,193.09	65,762.81	67,332.65	68,902.37	70,472.21	1,569.81
09	54,717.64	56,536.47	58,355.49	60,144.39	61,963.37	63,782.51	65,571.29	67,390.19	69,189.16	70,980.14	72,837.09	74,610.08	76,425.00	78,233.94	80,042.87	1,808.94
10	62,768.16	64,719.21	66,670.26	68,621.30	70,567.41	72,543.66	74,499.51	76,455.54	78,411.53	80,367.45	82,323.70	84,279.63	86,235.58	88,191.51	90,147.46	1,955.96
11	72,091.68	75,080.68	78,119.68	81,154.00	84,193.68	87,222.21	90,256.29	93,295.41	96,334.49	99,359.81	102,387.88					3,034.08
12	90,152.82	93,960.40	97,808.17	101,775.94	105,583.71	109,391.48	113,199.26	117,007.03	120,814.80	124,622.57	128,430.34					3,807.57
13	98,791.16	91,744.83	95,797.54	98,851.21	103,104.37	106,157.88	110,211.25	114,264.57	118,317.94	119,321.30	120,824.67					3,452.34
14	126,550.05	131,180.26	135,834.38	140,488.44	145,262.55	149,726.63	154,380.79	158,934.84	163,588.94							4,654.13
15	196,367.82	205,380.77	210,846.72	219,184.67	228,133.03	233,043.97	240,081.12	246,340.47	253,678.42							6,939.84
16	226,852.85	236,861.82	244,468.79	252,378.23	260,384.73	268,195.19	276,165.64	284,872.13	291,630.68							7,928.47

Head of Civil Service
Kano State Government

19/12/19